SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 9.3

Meeting Date: May 21, 2020

Subject: **Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS), Collective Bargaining Agreement Negotiations for 2020-2023**

- ☐ Information Item Only
- ☐ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☒ Action
- ☒ Public Hearing

Recommendation: Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS), Collective Bargaining Agreement Negotiations for 2020-2023.

Background/Rationale: Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice and adoption of the District's initial proposals.

Financial Considerations: TBD

LCAP Goal(s): College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students and Operational Excellence

Documents Attached:
1. Public Hearing Notice
2. Sunshine Proposal to Teamsters Classified Supervisors (TCS) – May 21, 2020
3. Executive Summary

Estimated Time of Presentation: 5 minutes
Submitted by: Cancy McArn, Chief Human Resources Officer
Approved by: Jorge A. Aguilar, Superintendent

Sacramento City Unified School District

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2020-2023 Successor Contract

NOTICE OF PUBLIC HEARING

The Sacramento City Unified School District hereby gives notice that a Public Hearing will be held as follows:

Topic of Hearing:

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations on the 2020-2023 Successor Contract

Copies of this program may be inspected at:

The Serna Center
5735 47th Avenue
Sacramento, CA 95824

HEARING DATE: Thursday, May 21, 2020

TIME: 6:00 p.m.

LOCATION: The Serna Center
5735 47th Avenue
Sacramento, CA 95824

FOR ADDITIONAL INFORMATION CONTACT: SCUSD Human Resource Services Department
(916) 643-9050

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
MAY 21, 2020
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE TEAMSTERS CLASSIFIED SUPERVISORS (TCS) FOR 2020-2023 SUCCESSOR AGREEMENT

The current master agreement for the classified employee bargaining unit represented by the Teamsters Classified Supervisors ("TCS") expires on June 30, 2020. A copy of that master agreement ("CBA") is available for viewing on the District's web site at www.scusd.edu.

Pursuant to Government Code section 3547, the District's and TCS's initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the successor contract, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with TCS.

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

The Board hereby presents the District's initial proposal for public comment, and thereafter adopts the following initial proposal for 2020-2023 successor agreement negotiations. It is the Board's intent that the District work collaboratively with TCS's negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District, while ensuring the fiscal solvency of the District.

The District will make proposals to any or all of the articles below to make updates to language to ensure consistency with state and federal law, to ensure the fiscal solvency of the District, and to maintain the efficient operation of the District.

ARTICLE 1: ASSOCIATION CERTIFICATION

ARTICLE 2: DEFINITION OF TERMS

ARTICLE 3: ASSOCIATION RIGHTS

ARTICLE 4: DISTRICT RIGHTS

ARTICLE 5 ASSOCIATION SECURITY

ARTICLE 6: COMPENSATION

ARTICLE 7: FRINGE BENEFITS

ARTICLE 8: HOURS

ARTICLE 9: ASSIGNMENTS

ARTICLE 10: HOLIDAYS

ARTICLE 11: VACATIONS

ARTICLE 12: LEAVES

ARTICLE 13: TRANSFERS/PROMOTIONS

ARTICLE 14: PERFORMANCE EVALUATIONS

ARTICLE 15: PERSONNEL FILES

ARTICLE 16: SAFETY

ARTICLE 17: PROFESSIONAL GROWTH PROGRAM

ARTICLE 18: GRIEVANCE PROCEDURE

ARTICLE 19: DISCIPLINARY PROCEDURE

ARTICLE 20: LAYOFF

ARTICLE 21: EFFECT OF AGREEMENT

ARTICLE 22: NO STRIKE/NO LOCKOUT

ARTICLE 23: CONTRACTING OUT

ARTICLE 24: DURATION

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2020-2023 successor contract negotiations with TCS on May 21, 2020.

_____
Jessie Ryan
President of the Board of Education

_____
Jorge A. Aguilar
Superintendent

Board of Education Executive Summary

Human Resource Services and Legal Services

Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS), Collective Bargaining Agreement Negotiations for 2020-2023

May 21, 2020 Board Meeting

I. Overview/History of Department or Program: Pursuant to the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice of the District's initial proposals to the TEAMSTERS CLASSIFIED SUPERVISORS (TCS) related to collective bargaining of "successor contract" for the 2020-2023 school year.

II. Driving Governance: Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the successor contract, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also now presented to the Board at this meeting for final approval and "sunshining."

III. Budget: TBD

IV. Goals, Objectives and Measures: The District is taking this initial step to begin the process of a successor contract with Teamsters Classified Supervisors (TCS). The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that again ultimately seeks to improve outcomes for all District students and ensuring the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with Teamsters Classified Supervisors (TCS).

V. Major Initiatives: College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Operational Excellence

VI. Results: The District intends to work with Teamsters Classified Supervisors (TCS) in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by Teamsters Classified Supervisors (TCS).

VII. Lessons Learned/Next Steps: Approve the District's initial proposal.