

SCUSD proposal passed to SEIU
12/13/22 1:08pm

SCUSD response to SEIU counter proposal of 1-13-23

**Memorandum of Understanding
Between
SEIU Local 1021
and the
Sacramento City Unified School District (SCUSD)**

This Memorandum of Understanding (“MOU”) is entered into between SEIU Local 1021 (“SEIU 1021 or “Union”) and the Sacramento City Unified School District (“District”) (collectively “Parties”) regarding terms agreed to in the 2020-2023 Collective Bargaining Agreement (“CBA”), Article 6.1. The provision requires both Parties to meet as a Special Salary Adjustment committee and discuss the District’s ability to retain and recruit Bus Drivers. The Parties have identified factors that could improve the recruitment and retention of Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors. The following provisions will go into effect **December 1, 2022**.

1. In recognition of the need to provide a competitive salary with competing jurisdictions in the Sacramento region, the District has created a new salary schedule for Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors.

Step 1		Step 2		Step 3		Step 4		Step 5	
Month	Hourly	Month	Hourly	Month	Hourly	Month	Hourly	Month	Hourly
Bus Drivers (0920)									
\$3886	22.42	\$4302	24.82	\$4718	27.22	\$5134	29.62	\$5550	32.02
Delegated Behind-the-Wheel Trainer (9712)									
\$4080	23.54	\$4517	26.06	\$4974	28.58	\$5391	31.10	\$5827	33.62
School Bus Driver Instructor (0904)									
\$4274	24.66	\$4732	27.30	\$5190	29.94	\$5647	32.58	\$6105	35.22

2. The current placement and movement between steps as prescribed in Article 6, Salary Step Placement, section 6.11.8.3, Appendix A, Rules and Regulations of the Salary Schedule 1.1 Experience Credit and 6 Reallocation of Class to a Higher Salary Range will be suspended until January 1, 2024. Staff will be placed and will move between steps according to the terms below.

- Current employees will be placed at ~~Step 2~~ Step 3 -of the new salary range if they currently have 15 or more years of employment with SCUSD and if they have less than 15 years of current employment with SCUSD they will be placed at Step 2 of the new salary range.

- Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors hired after December 1, 2022 will begin their employment with the District at Step 1, unless otherwise authorized by language in Appendix A 1.1, Rules and Regulations of the Salary Schedule/Salary Schedule, in which the District may grant (1) step for each year of related or allied experience if necessary to recruit highly qualified candidates, provided that no initial placement shall be higher than the median step of the range except by approval of the Board.
- The movement between steps of the new salary ranges will require each new employee to begin at Step 1 and progress to the next steps after they have completed 12 months in the previous step.
- ~~At no time shall a newly employed Bus Drivers, Delegated Behind-the-Wheel Trainer, or School Bus Driver Instructor move past employees hired before December 1, 2022.~~

For the District

For SEIU 1021

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