



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.1

Meeting Date: August 6, 2015

Subject: Adoption of Initial Proposal to Sacramento City Teachers' Association (SCTA)
Regarding Certificated Unit Collective Bargaining Agreement Negotiations

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

Division: Human Resource Services

Recommendation: Adopt the District's initial collective bargaining proposals to the Sacramento City Teachers Association.

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). This was done at the July 16, 2015 Governing Board meeting. The purpose of this item is to adopt the District's initial proposals to the Sacramento City Teachers Association related to collective bargaining for the 2015-16 and 2016-17 school years.

Financial Considerations: N/A

LCAP Goal(s): Safe, Clean and Healthy Schools

Documents Attached:

1. Sunshine Proposal to Sacramento City Teachers Association – July 16, 2015
2. Executive Summary

<p>Estimated Time of Presentation: 5 minutes</p> <p>Submitted by: Cancy McArn, Chief Human Resources Officer</p> <p>Approved by: José L. Banda, Superintendent</p>

Sunshine Proposal

to

Sacramento City Teachers Association

2015-16

Pursuant to Government Code section 3547, the Sacramento City Unified School District (“District”) hereby “sunshines” or submits the following initial proposals to the Sacramento City Teachers Association (“SCTA”).

1. Article 12—Compensation

The District has an interest in considering modifications to Article 12 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

2. Article 13 – Employee Benefits

The District has an interest in considering modifications to Article 13 related to life insurance, dental and vision benefits, and anniversary dates to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency and pursuant Paragraph 5 of the February 5, 2015 Initial Agreement between SCTA and the District, which provides:

The Parties also acknowledge that there remain issues in dispute related to changes including but not limited to in the dental, vision and life insurance policies for active and retired teachers, and the anniversary date for health benefits. The parties agree to continue discussions to resolve these issues.

2016-17

In sunshining and opening Article 13 at this time for the 2016-17 fiscal year, the District does not waive its right to sunshine other articles in the Collective Bargaining Agreement with SCTA as part of full contract re-openers for the 2016-17 fiscal year. The District is bringing this proposal forward at this time due to the complexities in health and welfare benefits.

1. Article 13 – Employee Benefits

The District has an interest in considering modifications to Article 13 related to health and welfare benefits to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency.

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I. OVERVIEW / HISTORY

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). This was done at the July 16, 2015 Governing Board meeting. The purpose of this item is to adopt the District's initial proposals to the Sacramento City Teachers Association related to collective bargaining for the 2015-16 and 2016-17 school years.

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.

III. BUDGET

None

IV. GOALS, OBJECTIVES, AND MEASURES

In September 2014, the District and SCTA reached a Tentative Agreement that closed contract negotiations for the 2015-16 school year, except as expressly provided in that Agreement. Section 12.17.3 of the Agreement authorizes the District and/or SCTA to open negotiations to consider "possible enhancements to SCTA bargaining unit members' compensation" as a result of additional funding or savings over the District's general fund unrestricted budgeted projections for 2015-2016. In addition, Paragraph 5 of the February 5, 2015 Initial Agreement between SCTA and the District related to health benefits, provides:

The Parties also acknowledge that there remain issues in dispute related to changes including but not limited to in the dental, vision and life insurance policies for active and retired teachers, and the anniversary date for health benefits. The parties agree to continue discussions to resolve these issues.

Consistent with the Tentative Agreement and Initial Agreement, the District is opening

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Article 12 (Salary) and Article 13 (Benefits) for 2015-16. In addition, the District is opening Article 13 (Benefits) for 2016-17 to begin negotiations relative to health and welfare benefits. The District's Board of Education is required to hold a public hearing on the District's initial proposals.

V. MAJOR INITIATIVES

N/A

VI. RESULTS

The District intends to work with SCTA in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by SCTA.

VII. LESSONS LEARNED / NEXT STEPS

Adopt the District's initial proposal.