



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.2

Meeting Date: September 7, 2017

Subject: Approve AB 1200 Disclosure of Cost and Ratification of the Tentative Agreement with Bargaining Unit, United Professional Educators (UPE)

- 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: Approve AB 1200 Disclosure of Cost and Ratification of the Tentative Agreement with Bargaining Unit, United Professional Educators (UPE).

Background/Rationale: Government Code section 3547.5 requires public school districts to provide, at a meeting of their governing boards, with a summary and costs of negotiated agreements with exclusive representatives before they are implemented. A format for such disclosures has been established by the Superintendent of Public Instruction. The disclosures for each tentative agreement, referenced below, are attached.

Financial Considerations: See attachment A

LCAP Goal(s): Safe, Emotionally Healthy and Engaged Students

Documents Attached:

1. Executive Summary
2. Attachment A - Sacramento County Office of Education – Public Disclosure of Collective Bargaining Agreements (copies to be provided at the Board Meeting)
3. Attachment B -Tentative Agreements (signed copies to be provided at the Board Meeting)

Estimated Time of Presentation: 5 min

Submitted by: Cancy McArn, Chief Human Resources Officer and
Gerardo Castillo, Chief Business Officer

Approved by: Jorge A. Aguilar, Superintendent

Board of Education Executive Summary

Human Resources Services

Approve AB 1200 Disclosure of Cost and Ratification of the Tentative Agreement with Bargaining Unit – United Professional Educators (UPE)

September 7, 2017 Board Meeting



I. OVERVIEW / HISTORY

Government Code §3547.5 requires districts to provide the Board of Education, as well as the public, with a summary and costs of negotiated agreements with exclusive representatives before they are implemented. The AB 1200 Disclosure provides a summary of the major provisions of the terms of the negotiated tentative agreement. In addition, the cost of the terms for the years of the agreement must also be presented to the public prior to the final approval.

II. DRIVING GOVERNANCE

- Board Policy – Administrative Regulation 4243.1 – Public Notice – Personnel Negotiations – Before entering into a negotiated agreement, the Board shall disclose, at a public meeting, the major provisions of the agreement, including but not limited to the costs that would be incurred by the district under the agreement for the current and subsequent fiscal years.
- Government Code 3547.5 – Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.
- Government Code 3540.2 – A school district that has a qualified or negative certification pursuant to Section 42131 of the Education Code shall allow the county office of education in which the school district is located at least 10 working days to review and comment on any proposed agreement made between the exclusive representative and the public school employer.

III. BUDGET

See Attachment A: Sacramento County Office of Education, Public Disclosure of Collective Bargaining Agreement

IV. GOALS, OBJECTIVES, AND MEASURES

United Professional Educators (“UPE”) and the Sacramento City Unified School District (“District”), collectively referred to as the “Parties” negotiated in good faith to reach a Tentative Agreement (“TA”) 2016/17 through 2018/19, as set forth in Attachment B.

Board of Education Executive Summary

Human Resources Services

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V. MAJOR INITIATIVES

United Professional Educator (“UPE”)

The key provisions of the Tentative Agreement with UPE are summarized as follows:

Compensation

1. It results in 3.13% increase for 2016-17 and after that increase will be step and column. The increase reflects a new salary schedule rather than an across the board increase for all UPE positions.
2. Some UPE represented job categories were already reasonably competitive, others were not. New salary schedule adjusts compensation to make all UPE represented positions competitive. Some salary increases far exceed others. Some received no increase.
3. Contract offers accelerated longevity steps to incentivize valued employees to remain with the school district
4. For the first time, family benefits (80%) are being offered to UPE represented employees rectifying most significant deficit SCUSD faced in attracting new administrators to the district.
5. UPE employees will contribute \$500 toward OPEB, phased in over three years to help with unfunded retiree benefit costs.
6. Current UPE members will reduce vacation days from 22 to 5 and extinguish the unfunded vacation accumulation liability. Future UPE members will not receive any vacation days.

VI. RESULTS

Good faith bargaining between the Parties resulted in a signed TA between the bargaining unit United Professional Educators (UPE) and the District.

VII. LESSONS LEARNED / NEXT STEPS

Approve AB 1200 Disclosure of Cost and Ratification of the Tentative Agreements for the United Professional Educators (UPE) employees.