



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.3

**Meeting Date:** February 15, 2018

**Subject:** Approve AB 1200 Disclosure of Cost for Non-Represented/Confidential Employees

- 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 for Non-Represented/Confidential Employees

**Background/Rationale:** Government Code section 3547.5 requires public school districts to provide, at a meeting of their governing Board, with a summary and costs of agreements 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:** Attachment A will be available on 2/15/18

**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 Agreement (available on 2/15/18)

**Estimated Time of Presentation:** 5 minutes

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

**Approved by:** Jorge A. Aguilar, Superintendent

# Board of Education Executive Summary

## Human Resource Services

### Approve AB 1200 Disclosure of Cost for Non-Represented / Confidential Employees

February 15, 2018 Board Meeting



#### I. OVERVIEW / HISTORY

Government Code §3547.5 requires public school districts to provide at a meeting of their governing Board with a summary and costs of agreements before they are implemented. The AB 1200 Disclosure provides a summary of the major provisions of the terms. 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 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 Cost for Non-Represented / Confidential employees

#### IV. GOALS, OBJECTIVES, AND MEASURES

The Sacramento City Unified School District (“District”) continues to look at ways to recruit and retain employees, as well as creating a pathway for career advancements within the District by providing fair and competitive compensation.

#### V. MAJOR INITIATIVES

##### Non-Represented / Confidential Employees:

The key provisions are summarized as follows:

# Board of Education Executive Summary

## Human Resource Services

### Approve AB 1200 Disclosure of Cost for Non-Represented / Confidential Employees

February 15, 2018 Board Meeting



- **Salary Compensation**

- 2.5% retro to January 1, 2017

- 2.5% retro to July 1, 2017

- 2.7% effective July 1, 2018

Doctoral Stipend increase from \$1,745 to \$3,000

- **Fringe Benefits**

- Increase health benefits from 75% to 100% Employee Only at the Kaiser Rate

- 50% Family coverage at the Kaiser Family Rate

- **Article 11 – Vacations**

- Capping the vacation carry over and

- Cash out vacation accruals beyond the cap

- **Other**

- Effective the 2018-19 school year, each employee will contribute to retiree health benefits at a sliding scale based upon their annual salary

#### VI. RESULTS

Competitive compensation that maintains the District's financial solvency and promotes positive outcomes to continue recruitment and retention.

#### VII. LESSONS LEARNED / NEXT STEPS

Approve AB 1200 Disclosure of Cost for Non-Represented / Confidential Employees.