TENTATIVE AGREEMENT REACHED IN FACTFINDING MEDIATION
FEBRUARY 27, 2012

Sacramento City Unified School District
and
United Professional Educators

2011-2012, 2012-2013 and 2013-2014 Fiscal Years

The Sacramento City Unified School District ("District") and the United Professional Educators ("UPE"), collectively referred to as "the parties," have considered their mutual interests and recognize the value and benefit of a positive long-term relationship. Accordingly, the parties agree as follows:

1. The term of the parties' collective bargaining agreement shall be extended from July 1, 2011, through June 30, 2014.

2. For the 2011-2012 fiscal year, the parties agree to the following:
   a. Each unit member's work year and corresponding compensation shall be reduced by two days. The days that shall be eliminated from each unit member's work year shall be non-work days, and shall be taken on June 15, 2012, and the last day of each unit member's work year.
      1) For 2011-2012, the UPE salary schedule shall be reduced to reflect the two-day reduction.
      2) The reduction in compensation described in paragraph 2. a. 1) above shall be spread equally over the remainder of the 2011-2012 school year.
      3) The District shall implement the work year reduction to avoid impacting service credit toward retirement to the extent allowed by law.
   b. Unit members shall pay the cost increase for their health benefits during the 2011-2012 fiscal year in lieu of reducing their work year by a third day.
   c. The parties shall negotiate regarding Article 5, Evaluations with the goal to design and develop a new evaluation process to be piloted in the 2012-2013 school year, and implemented in the 2013-2014 school year.
   d. The terms of the parties' collective bargaining agreement shall remain the same except as described in paragraphs 2. a. and c. above.
3. For the 2012-2013 fiscal year, the parties agree to the following:
a. Each unit member’s work year and corresponding compensation shall be reduced by five days. The days that shall be eliminated from each unit member’s work year shall be non-work days, and shall be taken on days designated by the District in consultation with UPE.

1) For 2012-2013, the UPE salary schedule shall be reduced to reflect the five-day reduction.

2) The reduction in compensation described in paragraph 3. a. 1) above shall be spread equally over the 2012-2013 school year, so that unit members’ compensation is roughly the same each pay period.

3) The District shall implement the work year reduction to avoid impacting service credit toward retirement to the extent allowed by law.

b. Either party may re-open negotiations regarding financial issues.

c. The terms of the parties’ collective bargaining agreement shall remain the same except as described in paragraphs 3. a. and b. above.

4. For the 2013-2014 fiscal year, the parties agree to the following:

a. Effective July 1, 2013, the District shall contribute 75% of the cost of CalPERS Kaiser single party health coverage and 100% of the cost of CalPERS single party dental and vision coverage for each unit member who chooses to enroll. These contributions shall be separate from unit members’ salaries. Unit members shall be responsible for the balance of the premium cost by monthly payroll deduction in advance of the month of coverage.

b. Either party may re-open negotiations regarding financial issues.

c. The terms of the parties’ collective bargaining agreement shall remain the same except as described in paragraphs a. and b. above.

5. The parties agree to keep this Agreement confidential until it is ratified by UPE and approved by the District’s Board of Education.

6. This tentative agreement shall not be effective until and unless it has been approved by the District’s Board of Education and ratified by UPE. The District’s and UPE’s bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this Agreement.

For the Sacramento City Unified District:
Jess Serna
Date: 2/27/12

Patty Hagemeyer
Date: 2/27/12

Carol Mignone Stephen
Date: 2/27/12

For United Professional Educators:
Lynn Soto
Date: 2/27/2012

Gregory Thomas
Date: 2/27/12