# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
# BOARD OF EDUCATION

Agenda Item# 10.1

**Meeting Date:** October 19, 2023

**Subject:** Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2023 Re-Opener and 2023-2024 Successor

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

**Recommendation:** Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2023 Re-Opener and 2023-2024 Successor.

**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). The purpose of this item is to provide public notice and adoption of the District's initial proposals

**Financial Consideration:** TBD

**LCAP Goal(s):** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students and Operational Excellence

**Documents Attached:**
1. Public Hearing Notice
2. Sunshine Proposal to United Professional Educators (UPE) – October 19, 2023
3. Executive Summary

**Estimated Time of Presentation**: 5 minutes
**Submitted by:** Cancy McArn, Chief Human Resources Officer
**Approved by**: Lisa Allen, Interim Superintendent

**Sacramento City Unified School District**

Consideration and Public Notice of the District's Initial Proposals Regarding United Professional Educator (UPE) for the 2022-2023 Re-Opener and the 2023-2024 Successor Collective Bargaining Agreement Negotiations

# NOTICE OF PUBLIC HEARING

The Sacramento City Unified School District hereby gives notice that a Public Hearing will be held as follows:

## Topic of Hearing:

Consideration and Public Notice of the District's Initial Proposals Regarding United Professional Educator Negotiations on a Re-Opener for the 2022-2023 school year and a Successor for the 2023-2024 school year.

Copies of this program may be inspected at:

**The Serna Center**
**5735 47th Avenue**
**Sacramento, CA 95824**

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**HEARING DATE:** Thursday, October 19, 2023

**TIME:** 6:00 p.m.

**LOCATION:** The Serna Center
5735 47th Avenue
Sacramento, CA 95824

**FOR ADDITIONAL INFORMATION CONTACT:** SCUSD Human Resource Services Department (916) 643-9050

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**
**BOARD OF EDUCATION**
**OCTOBER 19, 2023**
**SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE UNITED PROFESSIONAL EDUCATORS FOR 2022-2023 RE-OPENER AND 2023-2024 SUCCESSOR AGREEMENTS**

The current master agreement for the classified employee bargaining unit represented by the United Professional Educators ("UPE") expires on June 30, 2023. A copy of that master agreement ("CBA") is available for viewing on the District's web site at www.scusd.edu.

Pursuant to Government Code section 3547, the District's and UPE initial bargaining proposals that relate to matters within the scope of negotiations must 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. Since this matter involves the successor contract, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. The District is seeking to "sunshine" its initial proposal and commence negotiations with UPE.

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

The Board hereby presents the District's initial proposal for public comment, and thereafter adopts the following initial proposal for 2022-2023 re-opener and 2023-2024 successor agreement negotiations. It is the Board's intent that the District work collaboratively with UPE negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District, while ensuring the fiscal solvency of the District.

The District will make proposals to any or all of the articles below to make updates to language to ensure consistency with state and federal law, to ensure the fiscal solvency of the District, and to maintain the efficient operation of the District.

ARTICLE 5: EVALUATION OF WORK PERFORMANCE

ARTICLE 8: SALARY AND HEALTH BENEFITS

ARTICLE 9: WORK YEAR

ARTICLE 10: PROMOTION, ASSIGNMENT, VACANCIES AND TRANSFER

ARTICLE 11: RETIREE HEALTH BENEFITS

ARTICLE 12: SUMMER SCHOOL

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2022-2023 re-opener and 2023-2024 successor contract negotiations with UPE on October 19, 2023.

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| _____ | _____ |
| Chinua Rhodes<br>President of the Board of Education | Lisa Allen<br>Interim Superintendent |

# Board of Education Executive Summary

**Human Resource Services and Legal Services**
**Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2023 Re-Opener and 2023-2024 Successor**
**October 19, 2023 Board Meeting**

**I. Overview/History of Department or Program:** 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). The purpose of this item is to provide public notice of the District's initial proposals to the UPE related to collective bargaining of a 2022-2023 Re-Opener and a 2023-2024 successor agreement.

**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. The District's initial proposal is also now presented to the Board at this public meeting for final approval and "sunshining."

**III. Budget:** TBD

**IV. Goals, Objectives and Measures:** The current collective bargaining agreement ("CBA") with UPE expired June 30, 2023. The District is taking this initial step to begin the process of reaching an agreement on a re-opener for the 2022-2023 school year and a successor CBA through the 2023-2024 school year. The District seeks to negotiate in good faith additions and changes to the CBA that again ultimately seeks to improve outcomes for all District students and ensuring the fiscally sustainable operation of the District in the short and long term. The District is seeking to "sunshine" its initial proposal and commence negotiations with UPE.

**V. Major Initiatives:** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Operational Excellence

**VI. Results:** The District intends to work with UPE in good faith to negotiate over those items included in the District's initial proposal and any initial proposals submitted by UPE.

**VII. Lessons Learned/Next Steps:** Approve the District's initial proposal.