



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

Meeting Date: May 20, 2021

Subject: AB 1200 Disclosure and Approval of One-Time Stipend for Health and Safety Trainings for Non-Represented/Confidential Employees for Onsite Training for Safely Reopening Schools to In-Person Instruction Services

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

Division: Legal Services; Business Services

Recommendation: Approve one-time stipend for health and safety trainings for non-represented/confidential employees for onsite training related to health, safety, and site procedures in preparation for staff and students returning to onsite instruction.

Background/Rationale: Unrepresented/confidential staff who complete the health and safety training and preparation will be provided a one-time stipend of seven hundred fifty dollars (\$750).

Financial Considerations: The direct expenses related to this one-time stipend are estimated to be \$109,029 and will be funded with AB 86 In-Person Instruction funds as allowed. Net budget impact of \$0. See AB 1200 Disclosure document.

LCAP Goal(s):

Documents Attached:

1. AB 1200 Disclosure

Estimated Time of Presentation: 5 Minutes

Submitted by: Rose Ramos, Chief Business Officer; Raoul Bozio,
In House Counsel

Approved by: Jorge A. Aguilar, Superintendent

**SACRAMENTO COUNTY OFFICE OF EDUCATION
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: **Sacramento City Unified School District**

Name of Bargaining Unit: **Unrepresented/Confidential**

Certificated, Classified, Other: **Certificated & Classified**

The proposed agreement covers the period beginning: **April 19, 2021** and ending: **June 30, 2021**

(date) (date)

The Governing Board will act upon the agreement on: **May 20, 2021**

(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation		Annual	Fiscal Impact of Proposed Agreement		
			Year 1	Year 2	Year 3
		Cost Prior to	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		Proposed Agreement			
		FY 20-21	FY 20-21	FY 21-22	FY 22-23
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$13,060,535.00			
			0.00%	0.00%	0.00%
2	Other Compensation Stipends		\$95,250.00		
			#DIV/0!	0.00%	0.00%
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$4,114,705.00	\$13,779.00		
			0.33%	0.00%	0.00%
4	Health/Welfare Plans	\$1,286,369.00			
5	Total Compensation - Add Items 1 through 4 to equal 5	\$18,461,609.00	\$109,029.00	\$0.00	\$0.00
			0.59%	0.00%	0.00%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$0.00			
7	Total Number of Represented Employees (Use FTEs if appropriate)	143.30	127.80		
8	Total Compensation <u>Average</u> Cost per Employee	\$128,831.88	\$760.84	0.00	0.00
			0.59%	0.00%	0.00%

9 . What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

There is not a salary increase related to the Safely Reopening Schools. Unrepresented/Confidential members will receive a \$750 stipend for conducting onsite training and support implementation of protocols related to health, safety and site procedures in preparation for students returning to in person instruction.

10 . Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

N/A

11 . Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

The District is projecting approximately 127 stipends.

12 . Does this bargaining unit have a negotiated cap for Health & Welfare Yes | No

If yes, please describe the cap amount.

The District pays 100% of Kaiser employee rate and 67% of Kaiser family rate.

B. Proposed Negotiated Changes in Noncompensation Items (I.e., class size adjustments, staff development days, teacher prep time, classified staffing rations, etc.)

Unrepresented/Confidential members will be conducting onsite training and preparation to support the implementation of protocols related to health, safety and site procedures in prior to students returning to in person instruction.

C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

This training will help the District return students and staff to in person learning while maintaining the necessary safety protocols related to the COVID-19 pandemic as prescribed by the Centers for Disease Control and Prevention, California Department of Public Health, California Department of Education, Cal/OSHA and the Sacramento County Department of Public Health. There will be impacts related to providing PPE, working with community based organizations on vaccinations, providing COVID-19 testing and health screenings. As well as improving ventilation and filtration throughout District sites. The District has been utilizing federal CARES Act funds and state COVID-19 relief funds to cover these added expenditures. The District will also be utilizing new state funds related to AB86 for reopening schools where the District is projected to receive roughly \$13.4M for in-person instruction less 1% for each instructional day that in-person instruction is not occurring.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

NA

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)? "Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

No

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

The District will be utilizing restricted federal CARES Act & state COVID relief funds to cover the projected costs related to this stipend. The District will also be utilizing new state funds related to AB86 for reopening schools where the District is projected to receive roughly \$13.4M for in-person instruction less 1% for each instructional day that in-person instruction is not occurring.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

This is a one-time stipend and not an on-going cost.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

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H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund
Enter Bargaining Unit: **Unrepresented/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/18/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$410,429,540			\$410,429,540
Remaining Revenues (8100-8799)	\$13,978,882			\$13,978,882
TOTAL REVENUES	\$424,408,422	\$0	\$0	\$424,408,422
EXPENDITURES				
Certificated Salaries (1000-1999)	\$156,732,212	\$24,000		\$156,756,212
Classified Salaries (2000-2999)	\$36,141,813	\$71,250		\$36,213,063
Employee Benefits (3000-3999)	\$109,258,077	\$13,779		\$109,271,856
Books and Supplies (4000-4999)	\$11,056,509			\$11,056,509
Services, Other Operating Expenses (5000-5999)	\$23,591,234			\$23,591,234
Capital Outlay (6000-6999)	\$70,783			\$70,783
Other Outgo (7100-7299) (7400-7499)	\$1,110,300			\$1,110,300
Direct Support/Indirect Cost (7300-7399)	-\$6,700,447			-\$6,700,447
Other Adjustments	\$0			\$0
TOTAL EXPENDITURES	\$331,260,482	\$109,029	\$0	\$331,369,511
OPERATING SURPLUS (DEFICIT)	\$93,147,940	-\$109,029	\$0	\$93,038,911
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,653,429			\$2,653,429
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,538,926			-\$1,538,926
CONTRIBUTIONS (8980-8999)	-\$89,509,863			-\$89,509,863
CURRENT YEAR INCREASE (DECREASE) IN FUND	\$4,752,580	-\$109,029	\$0	\$4,643,551
BEGINNING BALANCE	\$84,699,103			\$84,699,103
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$89,451,682	-\$109,029	\$0	\$89,342,653
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$329,003			\$329,003
Reserved for Economic Uncertainties (9770)	\$11,951,919			\$11,951,919
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$77,170,761	-\$109,029	\$0	\$77,061,732

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit: **Restricted General Fund
Unrepresented/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/18/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$1,777,094			\$1,777,094
Remaining Revenues (8100-8799)	\$179,278,982	\$6,686,352		\$185,965,334
TOTAL REVENUES	\$181,056,076	\$6,686,352	\$0	\$187,742,428
EXPENDITURES				
Certificated Salaries (1000-1999)	\$55,151,780	\$95,250		\$55,247,030
Classified Salaries (2000-2999)	\$22,561,286			\$22,561,286
Employee Benefits (3000-3999)	\$67,723,442	\$13,779		\$67,737,221
Books and Supplies (4000-4999)	\$56,691,006	\$0		\$56,691,006
Services, Other Operating Expenses (5000-5999)	\$56,342,700			\$56,342,700
Capital Outlay (6000-6999)	\$3,226,885			\$3,226,885
Other Outgo (7100-7299) (7400-7499)	\$0			\$0
Direct Support/Indirect Cost (7300-7399)	\$5,752,871			\$5,752,871
Other Adjustments				\$0
TOTAL EXPENDITURES	\$267,449,969	\$109,029	\$0	\$267,558,998
OPERATING SURPLUS (DEFICIT)	-\$86,393,894	\$6,577,323	\$0	-\$79,816,571
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)				\$0
CONTRIBUTIONS (8980-8999)	\$89,509,863			\$89,509,863
CURRENT YEAR INCREASE (DECREASE) IN FUND	\$3,115,970	\$6,577,323	\$0	\$9,693,293
BEGINNING BALANCE	\$8,349,508			\$8,349,508
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$11,465,478	\$6,577,323	\$0	\$18,042,801
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)				\$0
Reserved for Economic Uncertainties (9770)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$11,465,478	\$6,577,323	\$0	\$18,042,801

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit: **Combined General Fund
Unrepresented/Confidential**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/18/2021)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$412,206,634	\$0	\$0	\$412,206,634
Remaining Revenues (8100-8799)	\$193,257,864	\$6,686,352	\$0	\$199,944,216
TOTAL REVENUES	\$605,464,498	\$6,686,352	\$0	\$612,150,850
EXPENDITURES				
Certificated Salaries (1000-1999)	\$211,883,992	\$119,250	\$0	\$212,003,242
Classified Salaries (2000-2999)	\$58,703,099	\$71,250	\$0	\$58,774,349
Employee Benefits (3000-3999)	\$176,981,519	\$27,558	\$0	\$177,009,077
Books and Supplies (4000-4999)	\$67,747,515	\$0	\$0	\$67,747,515
Services, Other Operating Expenses (5000-5999)	\$79,933,935	\$0	\$0	\$79,933,935
Capital Outlay (6000-6999)	\$3,297,668	\$0	\$0	\$3,297,668
Other Outgo (7100-7299) (7400-7499)	\$1,110,300	\$0	\$0	\$1,110,300
Direct Support/Indirect Cost (7300-7399)	-\$947,576	\$0	\$0	-\$947,576
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$598,710,451	\$218,058	\$0	\$598,928,509
OPERATING SURPLUS (DEFICIT)	\$6,754,047	\$6,468,294	\$0	\$13,222,341
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,653,429	\$0	\$0	\$2,653,429
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,538,926	\$0	\$0	-\$1,538,926
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$7,868,549	\$6,468,294	\$0	\$14,336,843
BEGINNING BALANCE	\$93,048,611			\$93,048,611
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$100,917,160	\$6,468,294	\$0	\$107,385,454
COMPONENTS OF ENDING BALANCE:	\$0			
Reserved Amounts (9711-9740)	\$329,003	\$0	\$0	\$329,003
Reserved for Economic Uncertainties (9770)	\$11,951,919	\$0	\$0	\$11,951,919
Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$77,170,761	-\$109,029	\$0	\$77,061,732
Unappropriated Amounts - Restricted (9790)	\$11,465,478	\$6,577,323	\$0	\$18,042,801
Reserve for Economic Uncertainties Percentage	2.0%			2.0%

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:	Combined General Fund		
	Unrepresented/Confidential		
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$412,206,634	\$427,330,645	\$427,165,890
Remaining Revenues (8100-8799)	\$199,944,216	\$129,882,398	\$115,604,311
TOTAL REVENUES	\$612,150,850	\$557,213,043	\$542,770,201
EXPENDITURES			
Certificated Salaries (1000-1999)	\$212,003,242	\$215,772,551	\$218,880,000
Classified Salaries (2000-2999)	\$58,774,349	\$58,770,246	\$60,070,720
Employee Benefits (3000-3999)	\$177,009,077	\$184,338,975	\$199,791,790
Books and Supplies (4000-4999)	\$67,747,515	\$33,826,033	\$15,810,237
Services, Other Operating Expenses (5000-5999)	\$79,933,935	\$87,201,795	\$75,935,632
Capital Outlay (6000-6999)	\$3,297,668	\$2,594,860	\$2,594,860
Other Outgo (7100-7299) (7400-7499)	\$1,110,300	\$1,110,300	\$1,110,300
Direct Support/Indirect Cost (7300-7399)	-\$947,576	-\$1,072,670	-\$1,072,670
Other Adjustments	\$0	-\$1,018,312	-\$2,310,512
TOTAL EXPENDITURES	\$598,928,509	\$581,523,778	\$570,810,357
OPERATING SURPLUS (DEFICIT)	\$13,222,341	-\$24,310,735	-\$28,040,156
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,653,429	\$2,653,429	\$2,653,429
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,538,926	-\$974,926	-\$974,926
CONTRIBUTIONS (8980-8999)			
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,336,843	-\$22,632,232	-\$26,361,653
BEGINNING BALANCE	\$93,048,611	\$107,385,454	\$84,753,222
CURRENT-YEAR ENDING BALANCE	\$107,385,454	\$84,753,222	\$58,391,568
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$329,003	\$329,003	\$329,003
Reserved for Economic Uncertainties - Unrestricted (9770)	\$11,951,919	\$11,596,905	\$11,382,367
Reserved for Economic Uncertainties - Restricted (9770)	\$0		
Board Designated Amounts (9775-9780)	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$77,061,732	\$72,827,314	\$46,680,199
Unappropriated Amounts - Restricted (9790)	\$18,042,801	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$597,389,583	\$580,548,852	\$569,835,431
b.	State Standard Minimum Reserve Percentage for this District <u> </u> enter percentage:			
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$0	\$0	\$0

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$0	\$0	\$0
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$77,061,732	\$72,827,314	\$46,680,199
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriate Amount (9790)			
g.	Total Available Reserves	\$77,061,732	\$72,827,314	\$46,680,199
h.	Reserve for Economic Uncertainties Percentage	12.9%	12.5%	8.2%

3. Do unrestricted reserves meet the state minimum reserve amount?

FY 20-21	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 21-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 22-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below: N/A

6. Please include any additional comments and explanation of Page 4 if necessary:

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Sacramento City Unified School District, hereby certify that the District can meet the one-time stipend costs for Unrepresented/Confidential Employees.

The budget revisions necessary to meet the costs of the agreement is each year of its term are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	
<u>Expenditures/Other Financing Uses</u>	
<u>Ending Balance Increase (Decrease)</u>	

N/A _____ (No budget revisions necessary)

District Superintendent
(Signature)

Date

Chief Business Officer
(Signature)

Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement..

The information provided in this document summarizes the financial implications of the proposed one-time stipend and is submitted to the Governing Board for public disclosure of the costs of the one-time stipend (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent
(Signature)

Date

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 20, 2021, took action to approve the proposed one-time stipend for Unrepresented/Confidential Employees.

President (or Clerk), Governing Board
(Signature)

Date