



Approval of SEIU MOU, April 19, 2021, Safely Reopen Schools to In-Person Instruction and AB 1200 Disclosure

Special Board Meeting
April 28, 2021
Agenda Item No. 5.0

Presented by: Raoul Bozio, In-House Counsel

Request for Impasse Determination

April 5, 2021

- Between February 25 and April 3, 2021, SCUSD and SEIU have met on eight days and have exchanged 12 proposals combined regarding reopening schools
 - [SCUSD's last counter-proposal](#)
 - [SEIU's last counter-proposal](#)
 - [SEIU's modified proposal](#)
- While the parties made movements in their proposals, several areas of disagreement remained.
- Based on the aforementioned, SCUSD filed with PERB a request for impasse determination with SEIU regarding reopening of schools

Impasse Mediation

April 19, 2021

- Based on the aforementioned, on April 5, 2021, SCUSD filed with PERB a request for impasse determination with SEIU regarding reopening of schools
- Prior to filing with PERB, SCUSD stated it would be open to accepting a new counter-proposal from SEIU by 12:00pm on April 5, 2021, but did not receive any such proposal from SEIU as of the time of the filing

Agreement

- SCUSD and SEIU reached an agreement on April 19, 2021 (executed April 20, 2021) that includes a plan with:
 - Robust health and safety protocols consistent with public health recommendations
 - Option for parents with childcare issues to bring their school-age children to work to be included in the in-person cohorts (or in the classroom for Instructional Aides) if there is space to safely accommodate without disrupting learning
 - Option of remote work or accommodation for staff with serious health condition when able to meet essential functions of their positions

Agreement

Continued

- \$750 stipend for SEIU members for professional development and preparation days
- \$1,000 pro-rated stipend for SEIU members who have worked on-site since July 1, 2020
- \$100 reimbursement for allowable operating expenses for SEIU employees while they had been working remotely
- \$1,250 (from the previous offer \$1,000 amount) stipend for SEIU members recognizing the potential for additional workload and COVID-related out-of-pocket expenses

AB 1200

Fiscal Impact

- AB86 funds one-time funding source to fund one-time costs of \$6,686,352 in salaries and benefits. The AB86 salaries budget will be increased by \$5,063,500 and the benefits budget will be increased by \$1,622,852. The AB86 revenue will be increased to offset the budget expenditure increases. Net budget impact of \$0.

Q & A