



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.1

Meeting Date: May 4, 2023

Subject: Public Hearing: AB 1200 Public Disclosure and Approval of MOU
between SCUSD and the Service Employees International Union

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

Division: Labor Relations; Business Services

Recommendation: Approve agreement to increase the salary schedule for bus drivers, behind the wheel trainers, and bus driver instructors.

Background/Rationale: The parties' agreement is effective beginning December 1, 2022 and in addition to the increase in salary schedule, provides information with respect to the following items:

- Current employees will be placed at Step 3 of the new salary range if they currently have 15 or more years of employment with SCUSD and if they have less than 15 years of current employment with SCUSD they will be placed at Step 2 of the new salary range
- New hires after December 1, 2022 will placed at Step 1 of the salary schedule. Additionally, the District may grant one step for each year of related or allied experience if necessary to recruit highly qualified candidates, provided that no initial placement shall be higher than Step 3.
- District employees with a current and valid School Bus Certificate who volunteer to drive a school bus will compensated hourly by the provision of this MOU.

Financial Considerations: Total estimated ongoing cost of \$4.3M across three years and to be funded with unrestricted general fund.

LCAP Goals: College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; Operational Excellence.

Documents Attached:

- AB 1200 Disclosure
- MOU between SCUSD and SEIU

Estimated Time of Presentation: 5 Minutes
Submitted by: Rose Ramos, Chief Business & Operations Officer
Approved by: Jorge A. Aguilar, Superintendent

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Sacramento City Unified School District
Name of Bargaining Unit:	SEIU
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: **December 1, 2022** and ending: **June 30, 2023**
 (date) (date)

The Governing Board will act upon this agreement on: **May 4, 2023**
 (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

Bargaining Unit Compensation All Funds - Combined	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2022-23	2023-24	2024-25
1. Salary Schedule Including Step and Column	\$ 3,661,327	\$ 463,179	\$ 1,112,169	\$ 1,565,630
		12.65%	26.96%	29.90%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,284,027	\$ 162,437	\$ 407,610	\$ 591,025
		12.65%	28.18%	31.88%
4. Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 4,945,354	\$ 625,616	\$ 1,519,779	\$ 2,156,655
		12.65%	27.28%	30.42%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	108.56			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 45,554	\$ 5,763	\$ 13,999	\$ 19,866
		12.65%	27.28%	30.42%

A. Proposed Change in Compensation (Continued)

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

The agreement is to increase the salary schedule for bus drivers, behind the wheel trainers, and bus driver instructors. The change in year 1 is less than a full year as it is effective 12/1/2022.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No additional steps were added, however the agreement includes language on step placement for current and future employees.

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

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

NA

C. What are the specific impacts (positive or negative) on instructional and support programs to 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.)

NA

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

N/A

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

N/A

F. Source of Funding for Proposed Agreement:

1. Current Year

Unrestricted general fund

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The ongoing cost is to be funded with unrestricted general funds in the current year and subsequent years.

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.)

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: SEIU

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (3/15/23)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 481,819,485		\$ -	\$ 481,819,485
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 10,945,417		\$ -	\$ 10,945,417
Other Local Revenue	8600-8799	\$ 5,737,786		\$ -	\$ 5,737,786
TOTAL REVENUES		\$ 498,502,688		\$ -	\$ 498,502,688
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 171,624,430	\$ -	\$ -	\$ 171,624,430
Classified Salaries	2000-2999	\$ 40,050,907	\$ 463,179	\$ -	\$ 40,514,086
Employee Benefits	3000-3999	\$ 120,151,717	\$ 162,437	\$ -	\$ 120,314,154
Books and Supplies	4000-4999	\$ 11,237,166		\$ -	\$ 11,237,166
Services and Other Operating Expenditures	5000-5999	\$ 25,426,997		\$ -	\$ 25,426,997
Capital Outlay	6000-6999	\$ 1,943,622		\$ -	\$ 1,943,622
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,540,000		\$ -	\$ 1,540,000
Transfers of Indirect Costs	7300-7399	\$ (8,445,588)		\$ -	\$ (8,445,588)
TOTAL EXPENDITURES		\$ 363,529,251	\$ 625,616	\$ -	\$ 364,154,867
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 2,342,426	\$ -	\$ -	\$ 2,342,426
Transfers Out and Other Uses	7600-7699	\$ 1,125,542	\$ -	\$ -	\$ 1,125,542
Contributions	8980-8999	\$ (96,991,460)	\$ -	\$ -	\$ (96,991,460)
OPERATING SURPLUS (DEFICIT)*		\$ 39,198,861	\$ (625,616)	\$ -	\$ 38,573,245
BEGINNING FUND BALANCE					
	9791	\$ 65,034,532			\$ 65,034,532
Audit Adjustments/Other Restatements	9793/9795				\$ -
ENDING FUND BALANCE		\$ 104,233,393	\$ (625,616)	\$ -	\$ 103,607,777
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740				
Committed	9750-9760	\$ 32,431,681	\$ -	\$ -	\$ 32,431,681
Assigned	9780	\$ 5,590,812	\$ -	\$ -	\$ 5,590,812
Reserve for Economic Uncertainties	9789	\$ 15,400,712	\$ -	\$ -	\$ 15,400,712
Unassigned/Unappropriated Amount	9790	\$ 50,485,188	\$ (625,616)	\$ -	\$ 49,859,572

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Restricted General Fund
SEIU**

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (3/15/23)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 2,251,179		\$ -	\$ 2,251,179
Federal Revenue	8100-8299	\$ 166,700,664		\$ -	\$ 166,700,664
Other State Revenue	8300-8599	\$ 180,523,507		\$ -	\$ 180,523,507
Other Local Revenue	8600-8799	\$ 2,729,302		\$ -	\$ 2,729,302
TOTAL REVENUES		\$ 352,204,651		\$ -	\$ 352,204,651
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 65,501,953	\$ -	\$ -	\$ 65,501,953
Classified Salaries	2000-2999	\$ 31,863,947		\$ -	\$ 31,863,947
Employee Benefits	3000-3999	\$ 89,962,794	\$ -	\$ -	\$ 89,962,794
Books and Supplies	4000-4999	\$ 44,253,450		\$ -	\$ 44,253,450
Services and Other Operating Expenditures	5000-5999	\$ 132,617,677		\$ -	\$ 132,617,677
Capital Outlay	6000-6999	\$ 36,471,844		\$ -	\$ 36,471,844
Other Outgo (excluding Indirect Costs)	7100-7299			\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 7,051,577		\$ -	\$ 7,051,577
TOTAL EXPENDITURES		\$ 407,723,242	\$ -	\$ -	\$ 407,723,242
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 96,991,460	\$ -	\$ -	\$ 96,991,460
OPERATING SURPLUS (DEFICIT)*		\$ 41,472,870	\$ -	\$ -	\$ 41,472,870
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 86,291,134	\$ -	\$ -	\$ 86,291,134
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 86,291,134	\$ -	\$ -	\$ 86,291,134
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

SEIU

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (3/15/23)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
LCFF Revenue	8010-8099	\$ 484,070,664		\$ -	\$ 484,070,664
Federal Revenue	8100-8299	\$ 166,700,664		\$ -	\$ 166,700,664
Other State Revenue	8300-8599	\$ 191,468,924		\$ -	\$ 191,468,924
Other Local Revenue	8600-8799	\$ 8,467,088		\$ -	\$ 8,467,088
TOTAL REVENUES		\$ 850,707,339		\$ -	\$ 850,707,339
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 237,126,383	\$ -	\$ -	\$ 237,126,383
Classified Salaries	2000-2999	\$ 71,914,854	\$ 463,179	\$ -	\$ 72,378,033
Employee Benefits	3000-3999	\$ 210,114,511	\$ 162,437	\$ -	\$ 210,276,948
Books and Supplies	4000-4999	\$ 55,490,617		\$ -	\$ 55,490,617
Services and Other Operating Expenditures	5000-5999	\$ 158,044,674		\$ -	\$ 158,044,674
Capital Outlay	6000-6999	\$ 38,415,466		\$ -	\$ 38,415,466
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,540,000		\$ -	\$ 1,540,000
Transfers of Indirect Costs	7300-7399	\$ (1,394,011)		\$ -	\$ (1,394,011)
TOTAL EXPENDITURES		\$ 771,252,493	\$ 625,616	\$ -	\$ 771,878,109
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ 2,342,426	\$ -	\$ -	\$ 2,342,426
Transfers Out and Other Uses	7600-7699	\$ 1,125,542	\$ -	\$ -	\$ 1,125,542
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 80,671,730	\$ (625,616)	\$ -	\$ 80,046,114
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9791 9793/9795	\$ 109,852,797 \$ -			\$ 109,852,797 \$ -
ENDING FUND BALANCE		\$ 190,524,527	\$ (625,616)	\$ -	\$ 189,898,911
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740	\$ 86,291,134	\$ -	\$ -	\$ 86,291,134
Committed	9750-9760	\$ 32,431,681	\$ -	\$ -	\$ 32,431,681
Assigned	9780	\$ 5,590,812	\$ -	\$ -	\$ 5,590,812
Reserve for Economic Uncertainties	9789	\$ 15,400,712	\$ -	\$ -	\$ 15,400,712
Unassigned/Unappropriated Amount	9790	\$ 50,485,188	\$ (625,616)	\$ -	\$ 49,859,572

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit:

SEIU

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 481,819,485	\$ 497,966,273	\$ 494,708,355
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 10,945,417	\$ 10,945,417	\$ 10,945,417
Other Local Revenue 8600-8799	\$ 5,737,786	\$ 5,737,786	\$ 5,737,786
TOTAL REVENUES	\$ 498,502,688	\$ 514,649,476	\$ 511,391,558
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 171,624,430	\$ 178,005,578	\$ 179,997,232
Classified Salaries 2000-2999	\$ 40,514,086	\$ 42,865,070	\$ 44,615,165
Employee Benefits 3000-3999	\$ 120,314,154	\$ 133,006,413	\$ 138,705,430
Books and Supplies 4000-4999	\$ 11,237,166	\$ 14,285,184	\$ 14,642,352
Services and Other Operating Expenditures 5000-5999	\$ 25,426,997	\$ 25,329,424	\$ 25,986,592
Capital Outlay 6000-6999	\$ 1,943,622	\$ 261,354	\$ 261,354
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,540,000	\$ 1,540,000	\$ 1,540,000
Transfers of Indirect Costs 7300-7399	\$ (8,445,588)	\$ (7,984,479)	\$ (6,587,059)
Other Adjustments			
TOTAL EXPENDITURES	\$ 364,154,867	\$ 387,308,544	\$ 399,161,066
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,342,426	\$ 2,342,426	\$ 2,342,426
Transfers Out and Other Uses 7600-7699	\$ 1,125,542	\$ 1,125,542	\$ 1,125,542
Contributions 8980-8999	\$ (96,991,460)	\$ (105,512,812)	\$ (114,588,050)
OPERATING SURPLUS (DEFICIT)*	\$ 38,573,245	\$ 23,045,004	\$ (1,140,674)
BEGINNING FUND BALANCE			
9791	\$ 65,034,532	\$ 103,607,777	\$ 126,652,781
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 103,607,777	\$ 126,652,781	\$ 125,512,107
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740			
Committed 9750-9760	\$ 32,431,681	\$ 41,439,681	\$ 41,439,681
Assigned 9780	\$ 5,590,812	\$ 1,505,730	\$ 1,505,730
Reserve for Economic Uncertainties 9789	\$ 15,400,712	\$ 13,605,838	\$ 12,954,648
Unassigned/Unappropriated Amount 9790	\$ 49,859,572	\$ 69,776,532	\$ 69,287,048

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit:

SEIU

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 2,251,179	\$ 2,251,179	\$ 2,251,179
Federal Revenue 8100-8299	\$ 166,700,664	\$ 89,533,951	\$ 46,280,971
Other State Revenue 8300-8599	\$ 180,523,507	\$ 108,612,616	\$ 108,612,616
Other Local Revenue 8600-8799	\$ 2,729,302	\$ 2,474,029	\$ 2,474,029
TOTAL REVENUES	\$ 352,204,651	\$ 202,871,775	\$ 159,618,795
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 65,501,953	\$ 70,296,818	\$ 79,996,649
Classified Salaries 2000-2999	\$ 31,863,947	\$ 31,240,738	\$ 32,609,801
Employee Benefits 3000-3999	\$ 89,962,794	\$ 90,704,970	\$ 87,756,217
Books and Supplies 4000-4999	\$ 44,253,450	\$ 20,757,891	\$ 19,836,393
Services and Other Operating Expenditures 5000-5999	\$ 132,617,677	\$ 88,789,984	\$ 89,488,147
Capital Outlay 6000-6999	\$ 36,471,844	\$ 6,553,257	\$ 1,969,923
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		
Transfers of Indirect Costs 7300-7399	\$ 7,051,577	\$ 6,590,468	\$ 5,193,048
Other Adjustments		\$ (1,610,471)	\$ (3,424,848)
TOTAL EXPENDITURES	\$ 407,723,242	\$ 313,323,656	\$ 313,425,330
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 96,991,460	\$ 105,512,812	\$ 114,588,050
OPERATING SURPLUS (DEFICIT)*	\$ 41,472,870	\$ (4,939,069)	\$ (39,218,485)
BEGINNING FUND BALANCE			
9791	\$ 44,818,264	\$ 86,291,134	\$ 81,352,065
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 86,291,134	\$ 81,352,065	\$ 42,133,580
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 86,291,134	\$ 81,352,065	\$ 42,133,580
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: SEIU

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 484,070,664	\$ 500,217,452	\$ 496,959,534
Federal Revenue 8100-8299	\$ 166,700,664	\$ 89,533,951	\$ 46,280,971
Other State Revenue 8300-8599	\$ 191,468,924	\$ 119,558,033	\$ 119,558,033
Other Local Revenue 8600-8799	\$ 8,467,088	\$ 8,211,815	\$ 8,211,815
TOTAL REVENUES	\$ 850,707,339	\$ 717,521,251	\$ 671,010,353
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 237,126,383	\$ 248,302,396	\$ 259,993,881
Classified Salaries 2000-2999	\$ 72,378,033	\$ 74,105,808	\$ 77,224,966
Employee Benefits 3000-3999	\$ 210,276,948	\$ 223,711,383	\$ 226,461,647
Books and Supplies 4000-4999	\$ 55,490,617	\$ 35,043,075	\$ 34,478,745
Services and Other Operating Expenditures 5000-5999	\$ 158,044,674	\$ 114,119,408	\$ 115,474,739
Capital Outlay 6000-6999	\$ 38,415,466	\$ 6,814,611	\$ 2,231,277
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,540,000	\$ 1,540,000	\$ 1,540,000
Transfers of Indirect Costs 7300-7399	\$ (1,394,011)	\$ (1,394,011)	\$ (1,394,011)
Other Adjustments		\$ (1,610,471)	\$ (3,424,848)
TOTAL EXPENDITURES	\$ 771,878,109	\$ 700,632,199	\$ 712,586,396
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,342,426	\$ 2,342,426	\$ 2,342,426
Transfers Out and Other Uses 7600-7699	\$ 1,125,542	\$ 1,125,542	\$ 1,125,542
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 80,046,114	\$ 18,105,936	\$ (40,359,159)
BEGINNING FUND BALANCE			
9791	\$ 109,852,797	\$ 189,898,911	\$ 208,004,847
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 189,898,911	\$ 208,004,847	\$ 167,645,687
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740	\$ 86,291,134	\$ 81,352,065	\$ 42,133,580
Committed 9750-9760	\$ 32,431,681	\$ 41,439,681	\$ 41,439,681
Assigned 9780	\$ 5,590,812	\$ 1,505,730	\$ 1,505,730
Reserve for Economic Uncertainties 9789	\$ 15,400,712	\$ 13,605,838	\$ 12,954,648
Unassigned/Unappropriated Amount 9790	\$ 49,859,572	\$ 69,776,532	\$ 69,287,048

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2022-23	2023-24	2024-25
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 773,003,651	\$ 701,757,741	\$ 713,711,938
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 773,003,651	\$ 701,757,741	\$ 713,711,938
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	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)	\$ 15,460,073	\$ 14,035,155	\$ 14,274,239

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 15,400,712	\$ 13,605,838	\$ 12,954,648
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 49,859,572	\$ 69,776,532	\$ 69,287,048
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 65,260,284	\$ 83,382,370	\$ 82,241,696
f.	Reserve for Economic Uncertainties Percentage	8.44%	11.88%	11.52%

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

2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

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

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 625,616
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (625,616)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (625,616)

Variance \$ -

Variance Explanation:

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ 80,671,730	10.4%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 80,046,114	10.4%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 18,105,936	2.6%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(40,359,159)	(5.7%)	Spending down restricted fund balance gran

Deficit Reduction Plan (as necessary):

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ (1,610,471)	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ (3,424,848)	

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Sacramento City Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from December 1, 2022 through June 30, 2023.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ 625,616
Ending Balance(s) Increase/(Decrease)	\$ (625,616)

Subsequent Years

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ 3,676,434
Ending Balance(s) Increase/(Decrease)	\$ (3,676,434)

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

_____ **District Superintendent**
(Signature)

_____ **Date**

I hereby certify I am unable to certify

_____ **Chief Business Official**
(Signature)

_____ **Date**

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Please see attached documents.

Concerns regarding affordability of agreement in subsequent years (if any):

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Sacramento City Unified School District

District Name

**District Superintendent
(Signature)**

Date

Contact Person

Phone

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on May 4, 2023, took action to approve the proposed agreement with SEIU.

**President (or Clerk), Governing Board
(Signature)**

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

TA
 April 17, 2023
 5 PM

**Memorandum of Understanding
 Between
 SEIU Local 1021
 and the
 Sacramento City Unified School District (SCUSD)**

This Memorandum of Understanding (“MOU”) is entered into between SEIU Local 1021 (“SEIU 1021 or “Union”) and the Sacramento City Unified School District (“District”) (collectively “Parties”) regarding terms agreed to in the 2020-2023 Collective Bargaining Agreement (“CBA”), Article 6.1. The provision requires both Parties to meet as a Special Salary Adjustment committee and discuss the District’s ability to retain and recruit Bus Drivers. The Parties have identified factors that could improve the recruitment and retention of Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors. The following provisions will go into effect December 1, 2022.

1. In recognition of the need to provide a competitive salary with competing jurisdictions in the Sacramento region, the District has created a new salary schedule for Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors.

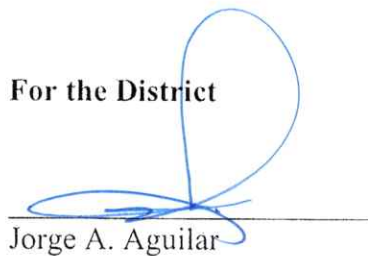
Bus Drivers (0920)				
Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	Hourly	Hourly	Hourly	Hourly
22.42	24.66	27.12	29.83	32.81
Delegated Behind-the-Wheel Trainer				
Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	Hourly	Hourly	Hourly	Hourly
23.54	25.89	28.48	31.33	34.46
School Bus Driver Instructor (0904)				
Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	Hourly	Hourly	Hourly	Hourly
24.66	27.13	29.84	32.82	36.10

2. Staff shall be placed and will move between steps according to the terms below.
 - A. Current employees will be placed at Step 3 of the new salary range if they currently have 15 or more years of employment with SCUSD and if they have less than 15 years of current employment with SCUSD they will be placed at Step 2 of the new salary range.
 - B. New hire Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors hired after December 1, 2022 will be placed at Step 1 of the salary

schedule. The District may grant the new hire Bus Driver, Delegated Behind-the-Wheel Trainer and School Bus Driver instructor (1) step for each year of related or allied experience if necessary to recruit highly qualified candidates, provided that no initial placement shall be higher than the Step 3 of the range. New hire Bus Drivers, Delegated Behind-the-Wheel Trainer, School Bus Driver Instructor will progress to the next step of the salary range on their anniversary date.

- C. District employees with a current and valid School Bus Certificate who volunteer to drive a school bus will be compensated hourly by the provisions of this memorandum of understanding (MOU), including but not limited to, 2 A. above. Hourly rates will be the step that provides a minimum of 5% increase of their current salary. Any and all hours of working out of class per this provision will be calculated as a bus driver.
3. Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors will be eligible for wage increases negotiated by SCUSD and SEIU 1021 pursuant to wage reopener (2022-2023) and successor contract (July 1, 2023 and onward) negotiations between SCUSD and SEIU 1021 and the Class and Compensation study, if any.

For the District



Jorge A. Aguilar

For SEIU 1021



4/17/23

Karla Faucett



Hari Subramanian

4/18/23