



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.2

Meeting Date: June 9, 2022

Subject: Approve Addendum to Superintendent Employment Agreement to Remove Reference to California Consumer Price Index (“CPI”)

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

Division: Board of Education Office

Recommendation: Approve Addendum to Superintendent Employment Agreement to remove reference to California Consumer Price Index (“CPI”).

Background/Rationale: The Trustees of Sacramento City Unified School District Board of Education approved a Superintendent Agreement for Jorge Aguilar on December 16, 2022. The agreement replaced the prior May 4, 2017 contract.

The current agreement addresses future salary increases, including language that, “in the event the District and the certificated bargaining unit are unable to reach an agreement on salary for any given school year, the Superintendent will receive a salary increase consistent with the California Consumer Price Index for that school year in lieu of any increases subsequently negotiated by the certificated bargaining unit for that school year.”

This addendum would remove reference to the CPI and instead clarify that if the certificated bargaining unit and District are unable to reach an agreement on salary for any given school year, the Superintendent will not receive a salary increase, subject to any subsequent agreement reached with the certificated bargaining unit.

Financial Considerations: All other compensation, including future increases, continue as stated in the Superintendent’s Employment Agreement.

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

Documents Attached:

1. Addendum to Superintendent Employment Agreement removing reference to CPI

Estimated Time of Presentation: 5 Minutes
Submitted by: Board of Education Office
Approved by: N/A

**ADDENDUM TO
SUPERINTEDENT EMPLOYMENT AGREEMENT
TO REMOVE REFERENCE TO CALIFORNIA CONSUMER PRICE INDEX**

This Addendum (“Addendum”) is dated and is conditioned upon approval by the Board of Education (the “Board”) at its regular meeting on June 9, 2022.

RECITALS

WHEREAS, the current Superintendent Employment Agreement (“Agreement”) specifies certain conditions and terms related to salary increases starting no earlier than the 2021-2022 school year including:

(1) Section 2(a) that the Superintendent’s current salary remains the same as for the 2020-21 school year;

(2) Section 2(b)(1) that the Superintendent’s salary is considered to be indefinite and subject to ongoing negotiations with the Board;

(3) Section 2(b)(2) that the Superintendent’s salary will only be increased after a “satisfactory or higher” evaluation, and then will be increased by the same percentage increase provided to any members of the certificated bargaining unit; and

(4) Section 2(b)(2) that in the event the District and the certificated bargaining unit are unable to reach an agreement on salary for any given school year, the Superintendent will receive a salary increase consistent with the California Consumer Price Index for that school year in lieu of any increases subsequently negotiated by the certificated bargaining unit for that school year.

WHEREAS, the Board and Superintendent desire to clarify [and/or amend] the conditions and terms of any potential salary increases offered in the Agreement.

ADDENDUM

NOW THEREFORE, the Board and the Superintendent agree as follows:

1. Salary Increases. The fourth sentence in section 2(b)(2) is modified to read, “In the event the District and the certificated bargaining unit are unable to reach an agreement on salary for any given school year, the Superintendent will not receive a salary increase for that school year. If the certificated bargaining unit and District subsequently negotiate a salary increase, the Superintendent’s salary will also be increased by the same percentage, including any one-time or off-schedule payments made to the certificated bargaining unit and on the same terms and conditions provided to bargaining unit members.”

2. No Other Modification. Except as set forth in section 1, all other terms of the Agreement shall remain the same without modification or amendment.

3. Signature in Counterparts. The Addendum may be executed in counterparts and on separate signature pages. Copies of signatures shall have the same force and effect as original signatures.

4. Effective Date. The Addendum shall be effective upon approval by the Board at its regular meeting in open session.

Dated: June __, 2022

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Christina Pritchett
President of the Board of Education

Jorge A. Aguilar
Superintendent