

TENTATIVE AGREEMENT

Sacramento City Unified School District and the Classified Supervisors Association


2011-2012 and 2012-2013 Fiscal Years

The Sacramento City Unified School District ("District") and the Classified Supervisors Association ("CSA"), collectively referred to as "the parties," have considered their mutual interests and recognize the value and benefit of a long-term agreement. Accordingly, the parties agree to the following:

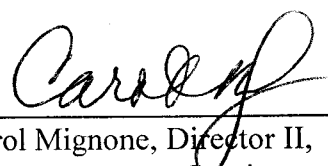
1. The parties' collective bargaining agreement, which expired on June 30, 2011, shall be extended for two years until June 30, 2013.
2. For the 2011-2012 fiscal year only, the parties' agree to the following in the interest of reducing the District's general fund budget deficit and maintaining unit member positions:
 - a. Each unit member's work year and corresponding compensation shall be reduced by two days. The days that shall be eliminated from each unit member's work year shall be non-work days, and shall be taken on November 21 and 22, 2011.
 - 1) The 2011-2012 CSA salary schedule shall be reduced to reflect the two-day reduction.
 - 2) The reduction in compensation described in paragraph 2(a)(1) above shall be spread equally over the remaining months in the 2011-2012 school year to the extent possible.
 - 3) The District shall implement the work year reduction to avoid impacting service credit toward retirement to the extent allowed by law.
3. Effective July 1, 2012, the District's contribution toward the cost of unit member health benefits shall be the equivalent of 50% of the cost of Kaiser HMO Employee Only. Unit members must enroll in one of the District's health plans to receive this contribution.
4. For the 2011-2012 fiscal year, each party shall have the right to re-open compensation and one other item of the parties choosing. The parties shall exchange their proposals during the 2011-2012 fiscal year.

5. For the 2012-2013 fiscal year, each party shall have the right to re-open compensation, and two other items of the parties choosing. The parties shall exchange their proposals by February 1, 2012.
6. The parties shall exchange successor agreement proposals by February 1, 2013.
7. This agreement shall not be effective until and unless it has been approved by the District's Board of Education and the Sacramento County office of Education, and ratified by CSA. CSA and the District's bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this Agreement.

For the District:




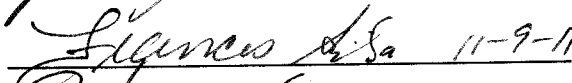
 Jess Serna, CHRO
 Date: 11-9-11

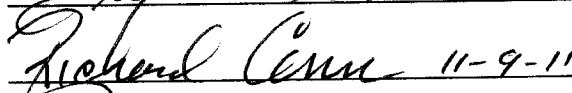


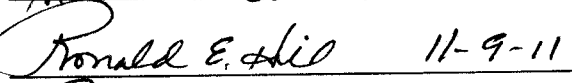
 Carol Mignone, Director II,
 Human Resource Services
 Date: 11-9-11

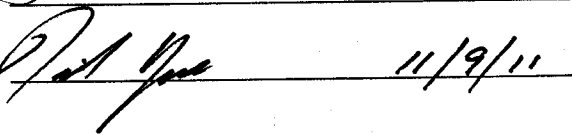
For CSA:

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Date: _____