



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.2

Meeting Date: April 7, 2022

Subject: Public Hearing: AB 1200 Disclosure and Approval of Teamsters Union, Local 150 and Teamsters Classified Supervisors COVID-19 Employee Leave and Hazard Pay MOUs 2021-2022

- 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 MOUs between SCUSD and Teamsters Union, Local 150 (“Teamsters”) and SCUSD and Teamsters Classified Supervisors (“TCS”) regarding COVID-19 Employee Leave and Hazard Pay Fiscal Year 2021-22

Background/Rationale: The MOUs for Teamsters and TCS was fully executed on March 21, 2022. It is non-precedent setting. Among other provisions, the MOUs provides:

- Teamsters & TCS employees who are fully vaccinated by February 28, 2022 will receive a one-time stipend \$1,250 within 90 days of the parties executing the MOU; and
- From February 1, 2022 through June 30, 2022, Teamsters & TCS employees who are fully vaccinated and who work between 90%-100% of all workdays beginning February 1, 2022 through June 30, 2022 will receive a one-time stipend \$1,200 by August 31, 2022.
- TCS employees who are fully vaccinated and who work as Supervisors IVs will received a one-time stipend of \$750 by August 31, 2022.

Financial Considerations: ESSER one-time funding source to fund one-time costs of \$ 327,092 in salaries and benefits.

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

Documents Attached:

1. Teamsters MOU
2. TCS MOU
3. AB 1200 Disclosure

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

**Memorandum of Understanding
Between
Teamsters Classified Supervisors
and the
Sacramento City Unified School District**

This Memorandum of Understanding ("MOU") is entered into between Teamsters Classified Supervisors, ("TCS" or "Union") and the Sacramento City Unified School District ("District") (collectively "Parties") regarding recognition of duties completed in light of the COVID-19 pandemic, the surge of the omicron variant, and unprecedented staffing shortages across campuses.

WHEREAS, the Parties recognize that TCS members have provided invaluable and essential work since March 2020 and addressing the statutory obligations of district initiatives and state mandates.

WHEREAS, TCS members have fulfilled all necessary roles and responsibilities, as described above, without additional compensation.

THEREFORE, the Parties agree as follows:

1. COVID-19 Leave for Employee.

This Memorandum of Understanding ("MOU") is entered into between TCS and the Sacramento City Unified School District ("District") (collectively "Parties") regarding employee leave and in light of the COVID-19 pandemic and surge of the omicron variant.

WHEREAS, the Parties are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic;

WHEREAS, the Parties recognize the invaluable and essential work TCS perform daily to keep the District running during the pandemic;

THEREFORE, the Parties agree as follow:

From January 1, 2022 through the expiration of SB 114 (California's New Supplemental Paid Sick Leave Law), the District will provide a total of up to 80 hours of COVID-19 supplemental paid sick leave subject to the exceptions and requirements under SB 114.

Nothing in this MOU shall supersede or conflict with Article 7 - Leaves of Absence in the parties' Collective Bargaining Agreement and specifically, Section 12.2.10 ("Quarantine") which states:

Any employee absent from work due to quarantine enforced by public health authorities, but who is not personally sick, gets leave with full pay and the absence shall not be charged against accumulated or current sick leave credit. However, if the employee is sick and is under medical quarantine, the days of absence shall be counted against accumulated and current sick leave earnings. If the employee's illness develops after quarantine restrictions have been established, illness absence shall be charged against accumulated or current sick-leave credit. A statement from a qualified physician or the public health authorities relative to the quarantine restrictions shall be required.

For purposes of this MOU, time spent on documented, paid, and approved leaves and documented, paid, and approved sick leaves will be considered time worked.

2. One-time Stipend for Hazard Pay:

The District shall provide a one-time stipend to all bargaining unit employees who are fully vaccinated February 28, 2022, in the amount of \$1,250 and will receive the stipend within 90 days of the parties executing this MOU. The District shall execute this agreement within 7 days of the Union's execution of this agreement.

For purposes of this MOU, "fully vaccinated" means individuals who have received two doses of Moderna or Pfizer or a single dose of J&J by February 28, 2022.

Members will be eligible for the stipend in Section 2 if they are part of the bargaining unit as of the date the parties execute this MOU.

3. One-time Stipend for 90%-100% Attendance:

The District shall provide a one-time stipend to all fully vaccinated bargaining unit employees who work between 90%-100% of all workdays beginning February 1, 2022 through June 30, 2022 in the amount of \$1,200 and they will receive the stipend by August 31, 2022.

Members will be eligible for the stipend in Section 3 if they are part of the bargaining unit as of June 30, 2022.

4. One-time Stipend for Supervisor IVs:

The District shall provide a one-time stipend to all fully vaccinated bargaining unit employees who work as Supervisor IVs in the amount of \$750 and they will receive the stipend by August 31, 2022.

Members will be eligible for the stipend in Section 4 if they are part of the bargaining unit as of the date the parties execute this MOU.

The stipends referenced in this MOU will be subject to all applicable State and Federal statutory taxes, unemployment insurance, worker's compensation and STRS or PERS. Members on an unpaid leave of absence will not be eligible for the stipends.

All components of all existing agreements, including side letters, between TCS and the District not addressed by the terms of this MOU shall remain in full effect.

This MOU applies to the 2021-2022 school year only and is not intended to establish a precedent or past practice. If the State of California or Federal Government institutes COVID-related leave legislation, this MOU may be extended to the date provided by the State of California or Federal Government and no later upon a mutual agreement by the parties.

Alan Daurie 3/21/22

Alan Daurie,
Business Agent, Teamsters Classified Supervisors

Jorge Aguilar
Superintendent, SCUUSD

**Memorandum of Understanding
Between
Teamsters Union, Local 150
and the
Sacramento City Unified School District**

This Memorandum of Understanding ("MOU") is entered into between Teamsters Union, Local 150 ("Teamsters" or "Union") and the Sacramento City Unified School District ("District") (collectively "Parties") regarding recognition of duties completed in light of the COVID-19 pandemic, the surge of the omicron variant, and unprecedented staffing shortages across campuses.

WHEREAS, the Parties recognize that Teamsters members have provided invaluable and essential work since March 2020 and addressing the statutory obligations of district initiatives and state mandates.

WHEREAS, Teamsters members have fulfilled all necessary roles and responsibilities, as described above, without additional compensation.

THEREFORE, the Parties agree as follows:

I. COVID-19 Leave for Employee.

This Memorandum of Understanding ("MOU") is entered into between Teamsters and the Sacramento City Unified School District ("District") (collectively "Parties") regarding employee leave and in light of the COVID-19 pandemic and surge of the omicron variant.

WHEREAS, the Parties are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic;

WHEREAS, the Parties recognize the invaluable and essential work Teamsters perform daily to keep the District running during the pandemic;

THEREFORE, the Parties agree as follow:

From January 1, 2022 through the expiration of SB 114 (California's New Supplemental Paid Sick Leave Law), the District will provide a total of up to 80 hours of COVID-19 supplemental paid sick leave subject to the exceptions and requirements under SB 114.

Nothing in this MOU shall supersede or conflict with Article 7 – Leaves of Absence in the parties' Collective Bargaining Agreement and specifically, Section 12.2.10 ("Quarantine") which states:

Any employee absent from work due to quarantine enforced by public health authorities, but who is not personally sick, gets leave with full pay and the absence shall not be charged against accumulated or current sick leave credit. However, if the employee is sick and is under medical quarantine, the days of absence shall be counted against accumulated and current sick leave earnings. If the employee's illness develops after quarantine restrictions have been established, illness absence shall be charged against accumulated or current sick-leave credit. A statement from a qualified physician or the public health authorities relative to the quarantine restrictions shall be required.

For purposes of this MOU, time spent on documented, paid, and approved leaves and documented, paid, and approved sick leaves will be considered time worked.

2. One-time Stipend for Hazard Pay:

The District shall provide a one-time stipend to all bargaining unit employees who are fully vaccinated February 28, 2022, in the amount of \$1,250 and will receive the stipend within 90 days of the parties executing this MOU. The District shall execute this agreement within 7 days of the Union's execution of this agreement.

For purposes of this MOU, "fully vaccinated" means individuals who have received two doses of Moderna or Pfizer or a single dose of J&J by February 28, 2022.

Members will be eligible for the stipend in Section 2 if they are part of the bargaining unit as of the date the parties execute this MOU

3. One-time Stipend for 90%-100% Attendance:

The District shall provide a one-time stipend to all fully vaccinated bargaining unit employees who work between 90%-100% of all workdays beginning February 1, 2022 through June 30, 2022 in the amount of \$1,200 and they will receive the stipend by August 31, 2022.

Members will be eligible for the stipend in Section 3 if they are part of the bargaining unit as of June 30, 2022.

The stipends referenced in this MOU will be subject to all applicable State and Federal statutory taxes, unemployment insurance, worker's compensation and STRS or PERS. Members on an unpaid leave of absence will not be eligible for the stipends

All components of all existing agreements, including side letters, between Teamsters and the District not addressed by the terms of this MOU shall remain in full effect.

This MOU applies to the 2021-2022 school year only and is not intended to establish a precedent or past practice. If the State of California or Federal Government institutes COVID-19-related leave legislation, this MOU may be extended to the date provided by the State of California or Federal Government and no later upon a mutual agreement by the parties.

 3/21/22

Alan Daurie,
Business Agent, Teamsters-Local 150

Jorge Aguilar
Superintendent, SCUSD

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: **Teamsters Classified Supervisors (TCS)**

Certificated, Classified, Other: **Classified**

The proposed agreement covers the period beginning: **September 1, 2021** and ending: **June 30, 2022**

(date) (date)

The Governing Board will act upon the agreement on: **April 7, 2022**

(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 21-22	FY 21-22	FY 22-23	FY 23-24
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$1,100,423.00			
			0.00%	0.00%	0.00%
2	Other Compensation Stipends		\$69,150.00		
				0.00%	0.00%
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$412,175.00	\$22,515.00		
			5.46%	0.00%	0.00%
4	Health/Welfare Plans	\$161,791.00			
5	Total Compensation - Add Items 1 through 4 to equal 5	\$1,674,389.00	\$91,665.00	\$0.00	\$0.00
			5.47%	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	\$0.00		
7	Total Number of Represented Employees (Use FTEs if appropriate)	22.00	22.00		
8	Total Compensation <u>Average</u> Cost per Employee	\$76,108.59	\$4,166.59	0.00	0.00
			5.47%	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"?**
TCS members fully vaccinated by February 28, 2022 will receive a \$1250 stipend. In addition, TCS members shall receive a \$1,200 stipend for all fully vaccinated bargaining unit members who work between 90 and 100% of all workdays beginning February 1, 2022 through June 30, 2022. Additionally, Supervisor IV bargaining unit employees shall receive a \$750 stipend.
- 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.)**
N/A
- 12 . **Does this bargaining unit have a negotiated cap for Health & Welfare** Yes | No
- If yes, please describe the cap amount.**
For TCS, the District pays 100% Kaiser employee only rate, 100% Kaiser Emp + 1 rate and up to the Kaiser Emp + 1 rate for Family medical plans.
- 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 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.)**
The intent of the MOU is to address the challenges brought on by the COVID-19 pandemic and Omicron variant surge and its impact on staff and students. SCUSD and TCS recognize the invaluable and essential work staff perform daily to keep the District running and are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic.

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

N/A

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 MOU.

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 MOU will expire on the last day of the fiscal year, June 30 2022

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
TCS**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$434,484,520			\$434,484,520
Remaining Revenues (8100-8799)	\$13,469,837			\$13,469,837
TOTAL REVENUES	\$447,954,357	\$0	\$0	\$447,954,357
EXPENDITURES				
Certificated Salaries (1000-1999)	\$163,470,967			\$163,470,967
Classified Salaries (2000-2999)	\$36,265,771			\$36,265,771
Employee Benefits (3000-3999)	\$113,246,588			\$113,246,588
Books and Supplies (4000-4999)	\$11,365,824			\$11,365,824
Services, Other Operating Expenses (5000-5999)	\$22,461,337			\$22,461,337
Capital Outlay (6000-6999)	\$374,340			\$374,340
Other Outgo (7100-7299) (7400-7499)	\$1,150,000			\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$10,544,449			-\$10,544,449
Other Adjustments	\$0			\$0
TOTAL EXPENDITURES	\$337,790,379	\$0	\$0	\$337,790,379
OPERATING SURPLUS (DEFICIT)	\$110,163,978	\$0	\$0	\$110,163,978
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754			\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	-\$92,324,656			-\$92,324,656
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$19,865,076	\$0	\$0	\$19,865,076
BEGINNING BALANCE	\$103,708,114			\$103,708,114
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$123,573,190	\$0	\$0	\$123,573,190
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$328,869			\$328,869
Reserved for Economic Uncertainties (9770)	\$14,260,530			\$14,260,530
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$108,983,791	\$0	\$0	\$108,983,791

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Restricted General Fund
TCS**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$2,240,374			\$2,240,374
Remaining Revenues (8100-8799)	\$267,110,685			\$267,110,685
TOTAL REVENUES	\$269,351,059	\$0	\$0	\$269,351,059
EXPENDITURES				
Certificated Salaries (1000-1999)	\$68,244,978			\$68,244,978
Classified Salaries (2000-2999)	\$30,125,734	\$69,150		\$30,194,884
Employee Benefits (3000-3999)	\$76,338,642	\$22,515		\$76,361,157
Books and Supplies (4000-4999)	\$67,283,546	-\$91,665		\$67,191,881
Services, Other Operating Expenses (5000-5999)	\$112,406,822			\$112,406,822
Capital Outlay (6000-6999)	\$13,473,853			\$13,473,853
Other Outgo (7100-7299) (7400-7499)	\$0			\$0
Direct Support/Indirect Cost (7300-7399)	\$9,388,310			\$9,388,310
Other Adjustments				\$0
TOTAL EXPENDITURES	\$377,261,885	\$0	\$0	\$377,261,885
OPERATING SURPLUS (DEFICIT)	-\$107,910,826	\$0	\$0	-\$107,910,826
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)				\$0
CONTRIBUTIONS (8980-8999)	\$92,324,656			\$92,324,656
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$15,586,170	\$0	\$0	-\$15,586,170
BEGINNING BALANCE	\$22,198,603			\$22,198,603
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$6,612,433	\$0	\$0	\$6,612,433
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)				\$0
Reserved for Economic Uncertainties (9770)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$6,612,433	\$0	\$0	\$6,612,433

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Combined General Fund
TCS**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$436,724,894	\$0	\$0	\$436,724,894
Remaining Revenues (8100-8799)	\$280,580,522	\$0	\$0	\$280,580,522
TOTAL REVENUES	\$717,305,416	\$0	\$0	\$717,305,416
EXPENDITURES				
Certificated Salaries (1000-1999)	\$231,715,946	\$0	\$0	\$231,715,946
Classified Salaries (2000-2999)	\$66,391,505	\$69,150	\$0	\$66,460,655
Employee Benefits (3000-3999)	\$189,585,230	\$22,515	\$0	\$189,607,745
Books and Supplies (4000-4999)	\$78,649,370	-\$91,665	\$0	\$78,557,705
Services, Other Operating Expenses (5000-5999)	\$134,868,159	\$0	\$0	\$134,868,159
Capital Outlay (6000-6999)	\$13,848,193	\$0	\$0	\$13,848,193
Other Outgo (7100-7299) (7400-7499)	\$1,150,000	\$0	\$0	\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$1,156,139	\$0	\$0	-\$1,156,139
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$715,052,263	\$0	\$0	\$715,052,263
OPERATING SURPLUS (DEFICIT)	\$2,253,153	\$0	\$0	\$2,253,153
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754	\$0	\$0	\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$4,278,907	\$0	\$0	\$4,278,907
BEGINNING BALANCE	\$125,906,717			\$125,906,717
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$130,185,624	\$0	\$0	\$130,185,624
COMPONENTS OF ENDING BALANCE:	\$0			
Reserved Amounts (9711-9740)	\$328,869	\$0	\$0	\$328,869
Reserved for Economic Uncertainties (9770)	\$14,260,530	\$0	\$0	\$14,260,530
Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$108,983,791	\$0	\$0	\$108,983,791
Unappropriated Amounts - Restricted (9790)	\$6,612,433	\$0	\$0	\$6,612,433
Reserve for Economic Uncertainties Percentage	2.0%			2.0%

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:	Combined General Fund TCS		
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$436,724,894	\$444,248,375	\$444,256,130
Remaining Revenues (8100-8799)	\$280,580,522	\$178,413,081	\$179,084,165
TOTAL REVENUES	\$717,305,416	\$622,661,456	\$623,340,295
EXPENDITURES			
Certificated Salaries (1000-1999)	\$231,715,946	\$218,925,875	\$223,252,252
Classified Salaries (2000-2999)	\$66,460,655	\$62,155,053	\$63,129,085
Employee Benefits (3000-3999)	\$189,607,745	\$195,470,169	\$202,289,713
Books and Supplies (4000-4999)	\$78,557,705	\$42,153,561	\$46,917,769
Services, Other Operating Expenses (5000-5999)	\$134,868,159	\$89,492,144	\$91,079,351
Capital Outlay (6000-6999)	\$13,848,193	\$7,911,932	\$7,911,932
Other Outgo (7100-7299) (7400-7499)	\$1,150,000	\$1,150,000	\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$1,156,139	-\$474,716	-\$474,716
Other Adjustments	\$0	-\$2,548,344	-\$3,716,548
TOTAL EXPENDITURES	\$715,052,263	\$614,235,675	\$631,538,837
OPERATING SURPLUS (DEFICIT)	\$2,253,153	\$8,425,781	-\$8,198,542
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754	\$2,025,754	\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)			
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$4,278,907	\$10,451,535	-\$6,172,788
BEGINNING BALANCE	\$125,906,717	\$130,185,624	\$140,637,159
CURRENT-YEAR ENDING BALANCE	\$130,185,624	\$140,637,159	\$134,464,371
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$328,869	\$328,869	\$328,869
Reserved for Economic Uncertainties - Unrestricted (9770)	\$14,260,530	\$12,244,198	\$12,590,262
Reserved for Economic Uncertainties - Restricted (9770)	\$0		
Board Designated Amounts (9775-9780)	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$108,983,791	\$128,064,092	\$121,545,240
Unappropriated Amounts - Restricted (9790)	\$6,612,433	\$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)	\$715,052,263	\$614,235,675	\$631,538,837
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	2%	2%	2%
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	\$14,301,045	\$12,284,713	\$12,630,777

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)	\$108,983,791	\$128,064,092	\$121,545,240
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	\$108,983,791	\$128,064,092	\$121,545,240
h.	Reserve for Economic Uncertainties Percentage	15.2%	20.8%	19.2%

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

FY 21-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 22-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 23-24	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 costs incurred under the Memorandum of Understanding between the District and Teamsters Classified Supervisors, during the term of the agreement from September 1, 2021 to June 30, 2022

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 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 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 April 7, 2022, took action to approve the proposed Agreement with the Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

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: **Teamsters**

Certificated, Classified, Other: **Classified**

The proposed agreement covers the period beginning: **September 1, 2021** and ending: **June 30, 2022**

(date) (date)

The Governing Board will act upon the agreement on: **April 7, 2022**

(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 21-22	FY 21-22	FY 22-23	FY 23-24
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$3,581,028.00			
			0.00%	0.00%	0.00%
2	Other Compensation Stipends		\$177,600.00		
				0.00%	0.00%
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$1,512,070.00	\$57,827.00		
			3.82%	0.00%	0.00%
4	Health/Welfare Plans	\$1,496,270.00			
5	Total Compensation - Add Items 1 through 4 to equal 5	\$6,589,368.00	\$235,427.00	\$0.00	\$0.00
			3.57%	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	\$0.00		
7	Total Number of Represented Employees (Use FTEs if appropriate)	73.00	73.00		
8	Total Compensation <u>Average</u> Cost per Employee	\$90,265.32	\$3,225.03	0.00	0.00
			3.57%	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"?**

Teamsters members fully vaccinated by February 28, 2022 will receive a \$1250 stipend. In addition, Teamsters members shall receive a \$1,200 stipend for all fully vaccinated bargaining unit members who work between 90 and 100% of all workdays beginning February 1, 2022 through June 30, 2022.

- 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.)**

N/A

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

If yes, please describe the cap amount.

For Teamsters, the District pays 100% Kaiser employee only rate, 100% Kaiser Emp + 1 rate and up to the Kaiser Emp + 1 rate for Family medical plans.

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

NA

- 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.)**

The intent of the MOU is to address the challenges brought on by the COVID-19 pandemic and Omicron variant surge and its impact on staff and students. SCUSD and Teamsters recognize the invaluable and essential work staff perform daily to keep the District running and are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic.

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

N/A

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 MOU.

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 MOU will expire on the last day of the fiscal year, June 30 2022

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

|

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Enter Bargaining Unit: Unrestricted General Fund
Teamsters**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$434,484,520			\$434,484,520
Remaining Revenues (8100-8799)	\$13,469,837			\$13,469,837
TOTAL REVENUES	\$447,954,357	\$0	\$0	\$447,954,357
EXPENDITURES				
Certificated Salaries (1000-1999)	\$163,470,967			\$163,470,967
Classified Salaries (2000-2999)	\$36,265,771			\$36,265,771
Employee Benefits (3000-3999)	\$113,246,588			\$113,246,588
Books and Supplies (4000-4999)	\$11,365,824			\$11,365,824
Services, Other Operating Expenses (5000-5999)	\$22,461,337			\$22,461,337
Capital Outlay (6000-6999)	\$374,340			\$374,340
Other Outgo (7100-7299) (7400-7499)	\$1,150,000			\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$10,544,449			-\$10,544,449
Other Adjustments	\$0			\$0
TOTAL EXPENDITURES	\$337,790,379	\$0	\$0	\$337,790,379
OPERATING SURPLUS (DEFICIT)	\$110,163,978	\$0	\$0	\$110,163,978
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754			\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	-\$92,324,656			-\$92,324,656
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$19,865,076	\$0	\$0	\$19,865,076
BEGINNING BALANCE	\$103,708,114			\$103,708,114
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$123,573,190	\$0	\$0	\$123,573,190
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$328,869			\$328,869
Reserved for Economic Uncertainties (9770)	\$14,260,530			\$14,260,530
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$108,983,791	\$0	\$0	\$108,983,791

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Restricted General Fund
Teamsters**

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$2,240,374			\$2,240,374
Remaining Revenues (8100-8799)	\$267,110,685			\$267,110,685
TOTAL REVENUES	\$269,351,059	\$0	\$0	\$269,351,059
EXPENDITURES				
Certificated Salaries (1000-1999)	\$68,244,978			\$68,244,978
Classified Salaries (2000-2999)	\$30,125,734	\$177,600		\$30,303,334
Employee Benefits (3000-3999)	\$76,338,642	\$57,827		\$76,396,469
Books and Supplies (4000-4999)	\$67,283,546	-\$235,427		\$67,048,119
Services, Other Operating Expenses (5000-5999)	\$112,406,822			\$112,406,822
Capital Outlay (6000-6999)	\$13,473,853			\$13,473,853
Other Outgo (7100-7299) (7400-7499)	\$0			\$0
Direct Support/Indirect Cost (7300-7399)	\$9,388,310			\$9,388,310
Other Adjustments				\$0
TOTAL EXPENDITURES	\$377,261,885	\$0	\$0	\$377,261,885
OPERATING SURPLUS (DEFICIT)	-\$107,910,826	\$0	\$0	-\$107,910,826
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)				\$0
CONTRIBUTIONS (8980-8999)	\$92,324,656			\$92,324,656
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$15,586,170	\$0	\$0	-\$15,586,170
BEGINNING BALANCE	\$22,198,603			\$22,198,603
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$6,612,433	\$0	\$0	\$6,612,433
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)				\$0
Reserved for Economic Uncertainties (9770)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$6,612,433	\$0	\$0	\$6,612,433

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit: **Combined General Fund**
Teamsters

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$436,724,894	\$0	\$0	\$436,724,894
Remaining Revenues (8100-8799)	\$280,580,522	\$0	\$0	\$280,580,522
TOTAL REVENUES	\$717,305,416	\$0	\$0	\$717,305,416
EXPENDITURES				
Certificated Salaries (1000-1999)	\$231,715,946	\$0	\$0	\$231,715,946
Classified Salaries (2000-2999)	\$66,391,505	\$177,600	\$0	\$66,569,105
Employee Benefits (3000-3999)	\$189,585,230	\$57,827	\$0	\$189,643,057
Books and Supplies (4000-4999)	\$78,649,370	-\$235,427	\$0	\$78,413,943
Services, Other Operating Expenses (5000-5999)	\$134,868,159	\$0	\$0	\$134,868,159
Capital Outlay (6000-6999)	\$13,848,193	\$0	\$0	\$13,848,193
Other Outgo (7100-7299) (7400-7499)	\$1,150,000	\$0	\$0	\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$1,156,139	\$0	\$0	-\$1,156,139
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$715,052,263	\$0	\$0	\$715,052,263
OPERATING SURPLUS (DEFICIT)	\$2,253,153	\$0	\$0	\$2,253,153
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754	\$0	\$0	\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$4,278,907	\$0	\$0	\$4,278,907
BEGINNING BALANCE	\$125,906,717			\$125,906,717
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$130,185,624	\$0	\$0	\$130,185,624
COMPONENTS OF ENDING BALANCE:	\$0			
Reserved Amounts (9711-9740)	\$328,869	\$0	\$0	\$328,869
Reserved for Economic Uncertainties (9770)	\$14,260,530	\$0	\$0	\$14,260,530
Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$108,983,791	\$0	\$0	\$108,983,791
Unappropriated Amounts - Restricted (9790)	\$6,612,433	\$0	\$0	\$6,612,433
Reserve for Economic Uncertainties Percentage	2.0%			2.0%

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:	Combined General Fund Teamsters		
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$436,724,894	\$444,248,375	\$444,256,130
Remaining Revenues (8100-8799)	\$280,580,522	\$178,413,081	\$179,084,165
TOTAL REVENUES	\$717,305,416	\$622,661,456	\$623,340,295
EXPENDITURES			
Certificated Salaries (1000-1999)	\$231,715,946	\$218,925,875	\$223,252,252
Classified Salaries (2000-2999)	\$66,569,105	\$62,155,053	\$63,129,085
Employee Benefits (3000-3999)	\$189,643,057	\$195,470,169	\$202,289,713
Books and Supplies (4000-4999)	\$78,413,943	\$42,153,561	\$46,917,769
Services, Other Operating Expenses (5000-5999)	\$134,868,159	\$89,492,144	\$91,079,351
Capital Outlay (6000-6999)	\$13,848,193	\$7,911,932	\$7,911,932
Other Outgo (7100-7299) (7400-7499)	\$1,150,000	\$1,150,000	\$1,150,000
Direct Support/Indirect Cost (7300-7399)	-\$1,156,139	-\$474,716	-\$474,716
Other Adjustments	\$0	-\$2,548,344	-\$3,716,548
TOTAL EXPENDITURES	\$715,052,263	\$614,235,675	\$631,538,837
OPERATING SURPLUS (DEFICIT)	\$2,253,153	\$8,425,781	-\$8,198,542
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$2,025,754	\$2,025,754	\$2,025,754
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)			
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$4,278,907	\$10,451,535	-\$6,172,788
BEGINNING BALANCE	\$125,906,717	\$130,185,624	\$140,637,159
CURRENT-YEAR ENDING BALANCE	\$130,185,624	\$140,637,159	\$134,464,371
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$328,869	\$328,869	\$328,869
Reserved for Economic Uncertainties - Unrestricted (9770)	\$14,260,530	\$12,244,198	\$12,590,262
Reserved for Economic Uncertainties - Restricted (9770)	\$0		
Board Designated Amounts (9775-9780)	\$0	\$0	\$0
Unappropriated Amounts - Unrestricted (9790)	\$108,983,791	\$128,064,092	\$121,545,240
Unappropriated Amounts - Restricted (9790)	\$6,612,433	\$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)	\$715,052,263	\$614,235,675	\$631,538,837
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	2%	2%	2%
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	\$14,301,045	\$12,284,713	\$12,630,777

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)	\$108,983,791	\$128,064,092	\$121,545,240
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	\$108,983,791	\$128,064,092	\$121,545,240
h.	Reserve for Economic Uncertainties Percentage	15.2%	20.8%	19.2%

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

FY 21-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 22-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
FY 23-24	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 costs incurred under the Memorandum of Understanding between the District and Teamsters, during the term of the agreement from September 1, 2021 to June 30, 2022

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 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 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 April 7, 2022, took action to approve the proposed Agreement with the Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

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