



AB 1200 Disclosure and Approval of Agreements Between SCUSD and the Sacramento City Teachers Association

Board Meeting
April 21, 2022
Agenda Item No. 10.2

Presented by: Alexa Rincon, Assistant In House Counsel
Rose Ramos, CBO

Agreements Between SCUSD and SCTA

- COVID/Reopening Schools
 - Substitute Pay and Extra Work 2021-22 School Year
 - Safely Reopening Schools to In-Person Instruction Services and Independent Study
 - Nurse Extra Hours 2021-22 School Year
 - Temporarily Assigning Training Specialists to Fill Vacant Teaching Positions in the District
- 2019-22 Successor Contract

Key Provisions of the COVID/Reopening MOU

- Effective for the 2021-2022 school year only unless the parties mutually agree to extend any or all of the terms
- Non-precedent setting
- Executed on April 3, 2022

Key Provisions of the COVID/Reopening MOU

- **Nurses** performing COVID-related extra work to be paid at \$150 per hour for the extra work that extends their hours of work beyond their regular six-hour days
- **Substitutes**—a 25% increase for substitute teacher rates
- **Employees covering during prep periods**—contract hourly rate pay and an additional 25% increase to hourly rate pay for staff who substitute on a prep period, teach a combined class, or voluntarily accept an out-of-regular assignment

Key Provisions of the COVID/Reopening MOU

- **Training Specialists**
 - Utilizing training specialists to fill in for high need vacant positions
- **Independent Study**
 - Providing extra pay to teachers who volunteered to take on additional students in independent study
 - Supporting students in short-term independent study with extra pay for teachers who take on this extra work
- **COVID Health and Safety**
 - 14 additional days of paid sick leave for any substitute teacher who tests positive, experiences COVID symptoms, or is required to quarantine; and
 - 10 additional days of COVID sick leave for the period of October 1, 2021 through December 31, 2021 for SCTA employees

Key Provisions for Successor Contract Agreement

- For 2019-20
 - A 3% one-time stipend for SCTA employees who worked during the 2019-20 year
- For 2020-21
 - 3% one-time stipend for SCTA employees who worked during the 2020-21 year
- For 2021-22
 - 4% on schedule salary increase for SCTA employees and a \$1,250 one-time stipend
 - Adds three additional professional development days for the 2022-23 year

Key Provisions for Successor Contract Agreement

- Health Benefits

- The District will continue to provide 100% paid health coverage through Kaiser and a mutually agreed upon alternative plan or plans. The current alternative plan is HealthNet.
- The District and SCTA will research provider pools and/or additional benefit provider options to increase benefit plan choices for employees and will reach agreement on or before August 31, 2022 or any other mutually agreed upon date on any additional plans that offer equivalent level of value as the HealthNet plan.
- In the event that health plan changes are agreed to and savings are achieved, the savings will be applied to fund additional positions that support the district's MTSS framework for providing equitable learning for all students.

AB 1200 – Fiscal Impact

- 2021-22: One time costs of \$22.4M and ongoing costs of \$11.2M
- 2022-23: One time costs of \$1.25M and ongoing costs of \$11.5M
- 2023-24: Ongoing costs of \$11.68M

Multi-Year Projection (Total GF) with SCTA and SEIU MOUs			
Description	Second Interim 2021-22	Projected 2022-23	Projected 2023-24
Revenue Loss	(47,008,294)		
Total Revenues	670,297,121	622,661,456	623,340,295
Total Expenditures	715,052,263	614,235,674	631,538,838
<i>SCTA Agreement Costs</i>			
<i>SCTA 4% Ongoing Cost</i>	10,513,315	10,815,984	10,959,864
<i>SCTA One Time Costs</i>	22,399,223	1,251,035	-
<i>SEIU Agreement Costs</i>			
<i>Ongoing 4% Salary Increase SEIU Fund 01</i>	2,886,088	2,953,111	2,965,325
<i>SEIU One Time Costs</i>	20,342,658	668,336	612,401
<i>ESSER III Adjustments and Potential Strike Savings</i>	(24,039,220)		
<i>New Total Expenditures</i>	747,154,327	629,924,140	646,076,427
Excess/(Deficiency)	(76,857,206)	(7,262,684)	(22,736,132)
Other Sources/Uses	2,025,754	2,025,754	2,025,754
Transfers Out Increase	242,579	242,579	242,579
Net Increase/(Decrease)	(75,074,031)	(5,479,509)	(20,952,957)
Add: Beginning Fund Balance	125,906,717	50,832,687	45,353,177
Revised Ending Fund Balance	50,832,687	45,353,177	24,400,220
2% Reserve for Economic Uncertainty	14,943,087	12,598,483	12,921,529
Restricted Ending Fund Balance	6,203,288	6,612,433	6,612,433

ESSER III Funding Sources

11 Actions

Action Title (from Board Approved Plan 10/21/21)	Total Allocation (21-22 to 23-24)	Reallocation to 1X Stipends - SEIU & SCTA Agreements	Revised Allocations	Notes
A2: Health Services: Staff to support 504 process and coordinate education services	\$305,464	-\$150,000	\$155,464	Due to constraints in the hiring process, we did not hire this individual until the beginning of March, resulting in the identified cost savings
B6: Positive Behavioral Interventions and Supports: Coaching and Coordination	\$1,298,420	-\$1,000,000	\$298,420	Alternative funding to be identified
B9: Student Support: Social Workers for LGBTQ Supports	\$604,000	-\$604,000	\$0	Funded with Title I
B10: Student Support: Homeless Services Support Staff	\$444,170	-\$444,170	\$0	Funded with Title I
B11: Student Support: Foster Youth Services Staff	\$367,384	-\$367,384	\$0	Funded with Title I
B16: Expand implementation of Student Ambassador program	\$810,000	-\$500,000	\$310,000	Due to rise in COVID cases, YDSS did not hire Youth Ambassadors until the third week of March. Instead of 120 youth ambassadors, we were only able to hire 60, resulting in the identified cost savings.
B17: Transformative SEL Support for Schools	\$1,710,000	-\$1,510,000	\$200,000	Alternative funding to be identified
B18: Antiracist Materials	\$3,000,000	-\$3,000,000	\$0	Alternative funding to be identified
B19: Partner with Community Based Organizations to Address the Impact of Lost Instructional Time	\$1,000,000	-\$811,875	\$188,125	Expanded Learning providers provided staff to work during the regular day to help school admin with staff shortages during the month of January and February. The total cost for the outside providers staff was less than the allocation, thus resulting in the identified cost savings.
C7: Nutrition Services Hiring Bonuses	\$300,000	-\$300,000	\$0	This action plan was not initiated resulting in the identified unused allocation
C8: Nutrition Services: Temporary Increase in Hours for Staff*	\$2,746,779	-\$2,718,826	\$27,953	The additional temporary increase was not fully utilized resulting in the identified unused allocation
original allocation \$3.7M, \$1M adjustment for Other 1x Stipends		-\$11,406,255		

SCOE Letter: 2nd Interim & AB 1200

2nd Interim Certification changed from Qualified to Negative due to:

- Significant fiscal penalties \$47M (loss of instructional minutes & days) due to the 8 days of school closures a result of the strike
- Tentative Agreement with SCTA & SEIU
- Projected impact to UGF in 2023-24 deficit \$16.1M (increase of \$10M) and ending fund balance \$27.8M (decrease of \$100M)

AB 1200 Disclosure – April 3, 2022

MOU between SCTA & SCUSD

Q & A