



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

**Meeting Date:** April 21, 2022

**Subject:** Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Certificated Unit United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2025

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

**Recommendation:** Hearing and Adoption of the District's Initial Proposals Regarding Certificated Unit United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2025. The articles are subject to proposed amendments and modifications to identify efficiencies and areas of improvement, to maintain competitive total compensation and support the District's fiscal solvency.

**Background/Rationale:** Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice and adoption of the District's initial proposals.

**Financial Considerations:** TBD

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

**Documents Attached:**

1. Public Hearing Notice
2. Sunshine Proposal to United Professional Educators
3. Executive Summary

<p><b><u>Estimated Time of Presentation:</u></b> 5 minutes <b><u>Submitted by:</u></b> Cancy McArn, Human Resources <b><u>Approved by:</u></b> Jorge A. Aguilar, Superintendent</p>
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**Sacramento City Unified School District**

Consideration and Public Notice of the District's Initial Proposals Regarding United Professional Educator (UPE) for 2022-2025 Collective Bargaining Agreement Negotiations

**NOTICE OF PUBLIC HEARING**

The Sacramento City Unified School District hereby gives notice that a Public Hearing will be held as follows:

**Topic of Hearing:**

District's Initial Proposals Regarding United Professional Educator (UPE) Collective Bargaining Agreement Negotiations

Copies of this program may be inspected at:

**The Serna Center  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824**

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**HEARING DATE:** Thursday, April 21, 2022

**TIME:** 6:00 p.m.

**LOCATION:** The Serna Center  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824

**FOR ADDITIONAL INFORMATION CONTACT:** SCUSD Legal Services (916) 643-7400

The current master agreement for the employee bargaining unit represented by the United Professional Educators (“UPE”) expires on June 30, 2022. A copy of that master agreement is available for viewing on the District’s web site at <https://www.scusd.edu/collective-bargaining-and-contracts>.

Pursuant to Government Code section 3547, the District’s initial bargaining proposal for a 2022-2025 successor agreement are required to be presented at a public meeting where members of the public may comment prior to commencing negotiations. The District’s initial proposal for a 2022-2025 successor agreement is presented to the Board of Education (“Board”) for a public reading at this public meeting. The District’s initial proposal is also now presented to the Board at this public meeting on for final approval and “sunshining.” Thereafter, the Parties will commence negotiations for a 2022-2025 successor agreement.

The below initial proposal seeks to negotiate in good faith additions and changes to the collective bargaining agreement that continue to provide an efficiently operating school district and provide fair and competitive compensation and benefits to UPE members, while at the same time ensuring the fiscally sustainable operation of the District in the short and long term. As such, the District is seeking to “sunshine” its initial proposal and commence negotiations with UPE.

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**

**BOARD OF EDUCATION**

**April 21, 2022**

**SUNSHINING OF DISTRICT’S INITIAL PROPOSAL TO THE UNITED PROFESSIONAL EDUCATORS (UPE)**

**FOR A 2022-2025 SUCCESSOR AGREEMENT**

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

The Board hereby presents the District’s initial proposal for public comment, and thereafter adopts the following initial proposal for a 2022-2025 successor agreement. It is the Board’s intent that the District work collaboratively with UPE’s negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District, while ensuring the fiscally sustainable operations of the District. The following articles are subject to proposed amendments and

modifications to identify efficiencies and areas of improvement, to maintain competitive total compensation and support the District's fiscal solvency.

ARTICLE 1: PREAMBLE

ARTICLE 2: RECOGNITION AND BARGAINING UNIT

ARTICLE 3: ORGANIZATIONAL RIGHTS AND SECURITY

ARTICLE 4: GRIEVANCE PROCEDURE

ARTICLE 5: EVALUATION OF WORK PERFORMANCE

ARTICLE 6: RECOGNITION AND BARGAINING UNIT

ARTICLE 7: LEAVES OF ABSENCE

ARTICLE 8: SALARY AND HEALTH BENEFITS

ARTICLE 9: WORK YEAR

ARTICLE 10: PROMOTION, ASSIGNMENT, VACANCIES, AND TRANSFER

ARTICLE 11: RETIREE HEALTH BENEFITS

ARTICLE 12: SUMMER SCHOOL

ARTICLE 13: TERM

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2022-2025 successor contract negotiations with UPE on April 21, 2022.

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Superintendent

# Board of Education Executive Summary

## Legal Services

Hearing and Adoption of the District’s Initial Proposals Regarding Certificated Unit United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2025  
April 21, 2022



### I. Overview/History of Department or Program:

Pursuant to the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice of the District’s initial proposals to the UPE related to collective bargaining of a successor agreement for the 2022-2023, 2023-2024, and 2024-2025 school years.

### II. Driving Governance:

Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves a successor contract, and to allow the Board an opportunity to provide and receive comment, the District’s initial proposal for a 2022-2025 successor agreement is presented to the Board at this public meeting for a public reading. The District’s initial proposal is also now presented to the Board at this meeting for final approval and “sunshining.”

### III. Budget:

TBD

### IV. Goals, Objectives and Measures:

The current collective bargaining agreement (“CBA”) with UPE is set to expire June 30, 2022. The District is taking this initial step to begin the process of reaching an agreement on a successor CBA through the 2022-2025 school years. The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that again ultimately seeks to improve outcomes for all District students, provide fair and competitive compensation and benefits to UPE members, while at the same time ensuring the fiscally sustainable operation of the District in the short and long term. As such, the District is seeking to “sunshine” its initial proposal and commence negotiations with UPE.

### V. Major Initiatives:

College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; and Operational Excellence

### VI. Results:

The District intends to work with UPE in good faith to negotiate over those items included in the District’s initial proposal.

# Board of Education Executive Summary

## Legal Services

Hearing and Adoption of the District's Initial Proposals Regarding Certificated Unit United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2025  
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### VII. Lessons Learned/Next Steps:

Approve the District's initial proposal.