



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 11.2

**Meeting Date:** May 19, 2016

**Subject:** Approve Adoption of District Initial Proposal to United Professional Educator (UPE) Regarding the Administrators' Unit Collective Bargaining Agreement Negotiations

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

**Division:** Human Resources

**Recommendation:** Approve Adoption of District Initial Proposal to United Professional Educator (UPE).

**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 Approve Adoption of District Initial Proposal to United Professional Educator (UPE).

**Financial Considerations:** TBD

**LCAP Goal(s):** College and Career Ready Students

**Documents Attached:**

1. Sunshine Proposal to United Professional Educator (UPE) – May 19, 2016
2. Executive Summary

**Estimated Time of Presentation:** 5 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer

**Approved by:** José L. Banda, Superintendent

## Sunshine Proposal

to

United Professional Educators

### **2015-16 Re Openers**

Pursuant to Government Code section 3547, the Sacramento City Unified School District (“District”) hereby “sunshines” or submits the following initial proposals to the United Professional Educators (“UPE”).

#### **1. Article 7 – Salary and Health Benefits**

The District has an interest in considering modifications to Article 7 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

### **2016-17 Successor Contract**

#### **1. Article 5 – Evaluation of Work Performance**

The District has an interest in considering modifications to Article 5 to further develop the evaluation process and forms to allow for efficient and effective employee evaluations.

#### **2. Article 6 – Leaves of Absence**

The District has an interest in considering modifications to Article 6 to ensure that the article complies with existing law and provides employees with leave rights consistent with those laws, while streamlining certain provisions to remove duplication and provide greater consistency. [Removed legislation as that is not legally binding until it becomes law]

#### **3. Article 7 – Salary and Health Benefits**

The District has an interest in considering modifications to Article 7 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

#### **4. Article 8 – Work Year**

The District has an interest in considering modifications to Article 8 to enable the District to offer competitive work calendars. [What does “competitive” work calendar mean? Perhaps consider “a work calendar that better aligns with the student calendar” or “a work calendar that provides flexibility to the District and employees in offering services to District students and families, etc.”]

**5. Article 9 – Retiree Health Benefits**

The District has an interest in considering modifications to Article 9 related to health and welfare benefits to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency.

# Board of Education Executive Summary

## Human Resource Services

### Adoption of District's Initial Proposal to UPE Regarding Collective Bargaining Agreement Negotiations

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#### I. OVERVIEW / HISTORY

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 United Professional Educators ("UPE") related to collective bargaining for the 2015-2016 and 2016-17 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.

#### III. BUDGET

TBD

#### IV. GOALS, OBJECTIVES, AND MEASURES

In October 2014, the District and UPE reached a Tentative Agreement that closed contract negotiations for the 2014-2015 and 2015-2016 school years, except as expressly provided in the Agreement. For 2015-2016, the Agreement authorizes the District and/or UPE to open negotiations to "bargain over possible enhancements to UPE bargaining unit members' compensation". Given that the current Collectively Bargained Agreement with UPE is valid through June 2016, the District's initial proposal also identifies articles for negotiation for the 2016-2017 school year.

#### V. MAJOR INITIATIVES

The District works to recruit, train, retain, and support a motivated, capable, and diverse workforce.

#### VI. RESULTS

## **Board of Education Executive Summary**

### **Human Resource Services**

#### **Adoption of District's Initial Proposal to UPE Regarding Collective Bargaining Agreement Negotiations**

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The District intends to work with UPE in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by UPE.

#### **VII. LESSONS LEARNED / NEXT STEPS**

Approve the District's initial proposal.