

TENTATIVE AGREEMENT

between the

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

and the

UNITED PROFESSIONAL EDUCATORS (UPE)

August 3, 2017

The Sacramento City Unified School District (District) and the United Professional Educators (UPE), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement (Agreement) to completely resolve negotiations for the 2016-17 school year.

1. Tentative Agreements. The agreements reached by the Parties during negotiations are reflected in Attachment A. This Tentative Agreement incorporates Attachment A hereto and the Parties agree to revise the current Collective Bargaining Agreement (CBA) between the Parties to reflect the changes shown in Attachment A, as well as any other agreements reached in prior years which have not yet been incorporated into the agreement.
2. Conclusion of Negotiations. This Agreement will conclude negotiations for the 2016-17 and 2017-18 school years with no reopeners in those years. The Parties agree to make the necessary changes to Article 10 (Term of Agreement) provision of the CBA to reflect the term of the agreement from July 1, 2016 to June 30, 2019. The Parties agree that they may reopen up to two articles of their choice for the 2018-19 school year consistent with Article 10.
3. Effective Date. The Agreement shall become effective upon approval by UPE and the District, as evidenced by the signature of the UPE and District designees and by ratification of the UPE unit members and the District Board of Education.
4. Retroactive Payments. Any retroactive payments owed to unit members pursuant to this agreement will be paid within sixty (60) days of the final ratification and approval of this Agreement.
5. Technical Changes. The Parties agree to work together to review the Index and Appendix and make any necessary changes to the CBA, Index and Appendix to reflect agreements, including updating cross references and "Commonly Used Forms", and modifying the salary schedules.

6. Changes in CBA. With the exception of the changes referenced in this Agreement, all other CBA language, in the 2005-2008 Agreement and as modified through subsequent tentative agreements, will remain status quo.

Nudy Montgomery 8/3/17
Kal Khan 8/3/17

W. Daniel Melod 8/3/17

Cindy Hellander 8/3/17

Garth 8.3.17

Kelley Dunkley 8-3-17

Richard De 8/4/17

[Signature] 8/3/17

[Signature] 8/3/17

[Signature] 8-3-17

Alan J. Spelman-Jennings 8/3/17

[Signature] 8/3/17

ATTACHMENT A

Article 7 Salary

Paragraphs 2 and 3 of Article 7 will be deleted in their entirety and replaced with the following:

2. Employee Compensation and Health Benefits

2.1 Salary

2.1.1 Retroactive to the start of the 2016-17 school year, employees will be compensated pursuant to the applicable salary schedule in Appendix __. [The agreed upon salary schedule is attached to this agreement as Attachment B]

2.1.2 Salary Placement of Current UPE Members

2.1.2.1 Beginning with the 2016-17 school year, current UPE members will be placed on salary schedule according to number of years the member has as an administrator in the district or remain at their current step on the pay schedule, whichever results in the greater salary.

[Negotiations note: There will be no change to the current priority school salary schedule]

2.1.3 Longevity Steps

Commencing with the 2017-18 school year, UPE members will be eligible for longevity steps at the following years as reflected on the salary schedule attached hereto:

- 13 – 1% of employee's base salary
- 16 – 2% of employee's base salary
- 19 – 3% of employee's base salary
- 22 – 4% of employee's base salary
- 25 – 6% of employee's base salary

2.1.4 Doctoral Stipend

Commencing with the 2017-18 school year, UPE members who possess a doctorate degree will be paid an annual stipend in the amount of \$3,000.

2.2 Health and Welfare Benefits

2.2.1 Commencing with the 2017-18 school year, the District will contribute the following toward health and welfare benefits to UPE Members:

Employee only: 100% coverage of the Kaiser Employee Only Health Plan rate

Family: 80% coverage up to the Kaiser Family Plan rate

2.3 UPE Member Contributions to Post Employment Retirement Benefits

2.3.1 Commencing with the 2017-18 school year, UPE members will pay \$200/year toward the cost of post-employment retirement benefits, which payment will be deducted in equal amounts from each of the member's pay checks.

2.3.2 Commencing with the 2018-19 school year, UPE members will pay \$350/year toward the cost of post-employment retirement benefits, which payment will be deducted in equal amounts from each of the member's pay checks.

2.3.3 Commencing with the 2019-20 school year, UPE members will pay \$500/year toward the cost of post-employment retirement benefits, which payment will be deducted in equal amounts from each of the member's pay checks.

Article 8 Work Year

1. Unit members employed as of June 30, 2017 on a twelve (12) month work calendar (also known as "A Calendar Employees") will continue to work 223 days a year for the 2017-18 school year and thereafter, with up to five (5) days available for such members to take as vacation days with pay. Vacation days not used will be paid out at the end of the fiscal year. Vacation days shall not be accrued from year to year. All unit members, employed as of June 30, 2017, shall be placed on the "A Calendar" if they transfer to a twelve (12) month UPE position at a later date.
 2. Unit members employed on or after July 1, 2017 on a twelve (12) month work calendar (also known as "A1 Calendar Employees") will work 223 days a year for the 2017-18 school year and thereafter with no vacation days.
 3. Payout of accrued vacation to UPE members:
 - o Payout of currently accrued vacation shall be paid in full over a period of not more than 5 years
 - o Current employees on a 223 day schedule will receive a one-time 3% bonus, spread over three years
2. The District and UPE agree to work together to update Article 8 of the CBA to reflect the work year of UPE members as agreed to during negotiations and reflected below:
- UPE members will work the designated contracted number of days set forth below. Identification of work days will be determined by agreement with direct supervisor.
 - o Elementary and Middle School Principals will work a 211 day schedule

- Middle School and High School Assistant Principals will work a 211 day schedule
- Elementary School Assistant Principals will work a 202 day schedule
- Dean, Secondary will work a 201 day schedule

Article 3 Organizational Rights and Security

The parties agree to amend paragraph 1 of Article 3 to read as follows:

- h. Personnel file
 - i. The personnel file of each UPE member shall be maintained at the District Office in the Human Resources Department.
 - ii. Information of a derogatory nature shall not be entered into the personnel file of a unit member unless and until the unit member is given written notice and an opportunity to review and comment on the information. The unit member shall have the right to enter, and have attached to any derogatory statement, his or her own comments.
 - iii. Any unit member may inspect their personnel file by contacting the District's Human Resources Department and scheduling a time for review during regular business hours. Unit members do not have the right to inspect personnel records during a time in which they are actually required to render services to the District.
- i. Unit Member Transfers. The District reserves the right to transfer employees when it is in the District's best interest to do so. Employees who are transferred may request an explanation of the reason for the transfer. Upon such request, the District will provide a response. Such transfers shall not be for arbitrary or capricious reasons.

Article 6 Leaves of Absence

The parties agree to add a new section to Article 6 to provide for catastrophic leave for unit members.

Other Issues

1. The parties agree to work together during the 2017-18 school year to make modifications to Article 5, Evaluation, and related evaluation forms.
2. The parties agree to work together during the 2017-18 school year to determine whether any language should be added to the CBA related to UPE unit member safety.

ATTACHMENT B: Tentative UPE/SCUSD Salary Schedule Proposal

Job Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Principal High School								
TA	\$111,056	\$112,506	\$117,543	\$126,376	\$130,975	\$137,033	\$138,033	\$139,247
Principal K-8								
Principal Middle School								
TA	\$101,579	\$102,579	\$103,579	\$110,528	\$116,564	\$119,554	\$123,057	\$127,364
Principal Elementary								
Principal Basic Elementary								
Principal Elementary Charter								
Principal Continuation HS								
Principal Independent Study								
Principal New Innovative Small High School								
TA	\$96,283	\$97,283	\$100,953	\$106,752	\$110,960	\$116,866	\$117,643	\$120,748
Assistant Principal, High School								
TA	\$92,908	\$93,908	\$96,728	\$103,009	\$107,614	\$110,887	\$112,554	\$116,494
Assistant Principi K-8 School School								
TA	\$86,512	\$90,242	\$94,136	\$99,094	\$102,953	\$108,445	\$110,445	\$112,445
Assistant Principal Elementary School								
TA	\$85,021	\$86,021	\$87,021	\$93,021	\$97,021	\$102,021	\$106,021	\$108,445
0812 Site Instructional Coordinator								
TA	\$83,477	\$87,010	\$90,740	\$96,439	\$99,594	\$104,825	\$105,825	\$106,825
1945 Director II, Integrated Health and Support Services								
4997 Director II, Multilingual Literacy								
5061 Director II, Social Emotional Learning								
1977 Director II, Student Services Alternative Education								
TA	\$103,867	\$105,867	\$109,867	\$115,867	\$120,867	\$125,867	\$129,867	\$134,365

TA		\$92,908	\$93,908	\$95,908	\$101,709	\$106,709	\$110,709	\$113,709	\$116,494
2116 Dean, Secondary									
TA		\$83,477	\$85,477	\$87,033	\$91,509	\$95,461	\$100,452	\$102,825	\$103,825
0082 Specialist, Research									
TA		\$83,477	\$87,010	\$90,740	\$96,439	\$99,594	\$104,825	\$105,825	\$106,825
8000 Coord I, Instructional Technology									
TA		\$85,003	\$88,633	\$92,451	\$96,439	\$99,594	\$104,825	\$105,825	\$106,825
0121 Coordinator, Child Development Programs									
5241 Coord I, CAGISM									
TA		\$83,477	\$85,694	\$89,365	\$93,985	\$98,064	\$103,825	\$104,825	\$105,825
0189 Program Coordinator, Homeless									
TA		\$76,477	\$79,775	\$83,248	\$87,618	\$91,479	\$96,345		
		\$83,477	\$85,477	\$87,003	\$91,509	\$95,461	\$100,452	\$102,825	\$103,825
Priority Schools:									
0134 HS Principal		\$116,047	\$121,330	\$126,874	\$133,865	\$140,037	\$147,820	\$147,820	\$147,820
0249 Principal, K-8		\$106,120	\$111,007	\$116,043	\$122,376	\$127,975	\$135,033	\$135,033	\$135,033
0133 Principal, Middle									
0127 Elementary Principal		\$103,967	\$108,643	\$113,556	\$119,751	\$125,219	\$132,112	\$132,112	\$132,112
0141 HS Assistant Principal		\$99,512	\$103,967	\$108,643	\$114,542	\$119,751	\$126,316	\$126,316	\$126,316
Assistant Principal, 0246 K8		\$97,304	\$101,665	\$106,219	\$111,971	\$117,050	\$123,451	\$123,451	\$123,451
AP Elementary		\$93,181	\$97,311	\$101,661	\$107,143	\$111,982	\$118,074	\$118,074	\$118,074
0812 Site Instructional Coordinator		\$88,749	\$92,661	\$96,775	\$101,959	\$106,542	\$112,307	\$112,307	\$112,307
*Longevity Steps:	13 years	1%							
	16 years	2%							
	19 years	3%							
	22 years	4%							
	25 years	6%							
*percent of current base salary									