

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

For submission to the governing board and the county superintendent of schools,
and in accordance with the public disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213)
as revised by AB 2756 (Statutes of 2004), and G.C. 3547.5 (Statutes of 2004, Chapter 25).

Sacramento City Unified School District School District

BARGAINING UNIT: Sacramento City Teachers Association

Certificated Classified

PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: 3/1/2021
and ending on: 6/30/2021

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	N/A		
Reopeners: Yes or NO ?			

if Yes, What Areas? N/A

To be acted upon by the Governing Board at its meeting on:	3/4/2021
Date of governing board approval of budget revisions	3/18/2021
Budget Revisions to be submitted no later than 45 days after approval:	3/19/2021

Provide a copy of the board-approved budget revisions and board minutes within 45 days.

If the board-approved revisions are different from the proposed budget adjustments provide a detailed report upon approval of the district governing board.

GENERAL

STATUS OF ALL BARGAINING UNIT AGREEMENTS

	Unit	Status	# FTE Represented
Certificated:	SCTA	not settled	2210.7
Classified:	all other bargaining groups	not settled	1253.5
Other:	Non-represented	not settled	257.3

NARRATIVE OF AGREEMENT:

Provide a brief narrative of the proposed changes in compensation and attach a copy of the Tentative Agreement.

The memorandum of understanding (MOU) is between the Sacramento City Unified School District and the Sacramento City Teachers Association regarding in-person special education assessments while the District is in a distance learning model. The total amount to be paid to bargaining unit members on those IEP teams pursuant to the MOU shall not exceed \$4 million for the remaining four months of the 2020-2021 school year (March, April, May, and June).

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Sacramento City Unified School District School District

COMPENSATION PROVISIONS

SALARIES: PERCENTAGE INCREASE/DECREASE IN SALARIES IN PROPOSED AGREEMENT:

COMPENSATION		Fiscal Impact of Proposed Agreement			
		Current Year	Year 2	Year 3	
		2020-21	2021-22	2022-23	
1a.	Salary cost before agreement (latest board approved budget and multi-year projection)	\$ 198,157,609	\$ 200,822,149	\$ 203,528,255	
1b.	Step & Column Increase (Decrease) included in total salary cost	0.00%	1.60%	1.60%	
1c.	Statutory benefits cost before agreement (latest board approved budget)	\$ 39,829,679 20.10%	\$ 38,256,619.38 19.05%	\$ 43,046,225.93 21.15%	
1d.	CY Health & Welfare Benefits cost before agreement	\$ 51,483,245	\$ 55,859,320	\$ 60,328,066	
2.	Step & Column - Increase (Decrease) due to settlement	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
3.	Salary Schedule - Increase (Decrease) due to settlement	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
4.	Other Compensation - Increase (Decrease) (Stipends, bonuses, retro pay. Etc.)	Cost (=/-)	\$ 4,000,000	\$ -	\$ -
		Percent	2.02%	0.00%	0.00%
		Description			
5.	Other Salary changes - increase (decrease) FTE	Cost (=/-)	\$ -	\$ -	\$ -
		FTE		-	-
6.	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, OASDI, Medicare etc.	Cost (=/-)	\$ 804,000	\$ -	\$ -
		Percent	2.02%	0.00%	0.00%
		Description			
7.	Health & Welfare Benefits - Increase (Decrease) (Medical, Dental, Vision, Life Insurance, etc.)	Cost (=/-)	\$ -	\$ -	\$ -
		Percent	0.00%	0.00%	0.00%
		Description			
8a.	Total Salary - Increase (Decrease) (total Lines 2 - 5)	Cost (=/-)	\$ 4,000,000	\$ -	\$ -
		Percent	2.02%	0.00%	0.00%
8b.	Total Salary Increase including step (lines 1b + 8	2.02%	1.60%	1.60%	
8c.	Total Salary after settlement	\$ 202,157,609	\$ 200,822,149	\$ 203,528,255	
9a.	Total Compensation - Increase (Decrease) (total Lines 2 - 6)	Cost (=/-)	\$ 4,804,000	\$ -	\$ -
		Percent	1.66%	0.00%	0.00%
9b.	Total compensation after settlement	\$ 294,274,533	\$ 294,938,088	\$ 306,902,547	
10.	Total Compensation Cost for AVERAGE Represented Employee - Increase (Decrease)	FTE	2,210.70	2,210.70	2,210.70
		Pre-Settlement	\$ 126,900	\$ 126,900	\$ 126,900
		Post Settlement	\$ 126,900	\$ 126,900	\$ 126,900
		Percent	0.00%	0.00%	0.00%
11.	Cost of 1% after above compensation (salary and statutory benefits)	\$ 2,427,913	\$ 2,390,788	\$ 2,465,745	
12.	Please indicate if Health/Welfare Benefit Capped : <i>(Indicate details such as different caps per health plans or any super composite rates)</i> Benefits are not capped.				
	Current Cap:				
	Proposed Cap:	\$ -			
	Average Capped Amount increase per employee	\$ -		0%	

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Sacramento City Unified School District School District

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Please indicate, in detail, the terms of the agreement covered in each section)

13.	<p>OTHER COMPENSATION: Off-Schedule Stipends, Bonuses, etc. (amounts, staff affected, total cost)</p> <p>One-time compensation not to exceed \$4 million for overdue Special Education assessments.</p>
14.	<p>CONCESSIONS: Furlough Days, Salary Reductions, etc. (staff affected, total savings)</p> <p>None</p>
15.	<p>NON-COMPENSATION: Class Size Adjustments, Staff Development Days, Teacher Prep Time, etc.</p> <p>Be specific.</p>
16.	<p>Please include any additional comments and explanations as necessary to explain the settlement, including. If there will be composite rates, or any other specifics on any compensation changes, include specifics such as amount saved, staff affected, and total cost:</p> <p>The MOU will expire 6/30/21.</p>
17.	<p>What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations</p> <p>Complete 20% of overdue assessment per month through June 30, 2021. Assessments not completed will be contracted out to service providers.</p>
18.	<p>CONTINGENCY AND/OR RESTORATION LANGUAGE: Include specific areas identified for reopeners and specific contingency and/or restoration language.</p>

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Sacramento City Unified School District

General Fund Combined

Fiscal Year 2020-2021

		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement as of: <i>2020-21 1st Interim</i>	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed Bargaining Agreements)	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
		P2 ADA= 38,208			P2 ADA= 38,208
		LCFF ADA= 38,208			LCFF ADA= 38,208
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 405,686,927			\$ 405,686,927
2. Federal Revenue	8100-8299	117,415,899			117,415,899
3. Other State Revenues	8300-8599	74,631,469			74,631,469
4. Other Local Revenues	8600-8799	10,071,847			10,071,847
5. Other Financing Sources	8900-8999	2,653,429			2,653,429
6. Total (sum lines A1 thru A5)		610,459,571	-	-	610,459,571
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999	\$ 218,893,289	\$ 4,000,000		\$ 222,893,289
2. Classified Salaries	2000-2999	60,528,334			60,528,334
3. Employee Benefits	3000-3999	179,796,196	804,000		180,600,196
4. Books and Supplies	4000-4999	89,053,317	(3,804,000)		85,249,317
5. Services & Other Operating Expd.	5000-5999	87,512,348	(1,000,000)		86,512,348
6. Capital Outlay	6000-6999	3,008,426			3,008,426
7. Other Outgo (no indirect)	7100-7299, 7400-7499	1,110,300			1,110,300
8. Other Outgo - Indirect	7300-7399	(945,591)			(945,591)
9. Other Financing Uses	7600-7699	1,981,864			1,981,864
10. Other Adjustments					
11. Total (sum lines B1 thru B10)		640,938,483	-	-	640,938,483
C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)					
		\$ (30,478,912)	\$ -	\$ -	\$ (30,478,912)
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 93,048,611			\$ 93,048,611
2. Ending Fund Balance		\$ 62,569,699	\$ -	\$ -	\$ 62,569,699
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 330,662			\$ 330,662
b. Restricted	9740	-			-
c. Committed	9750,9760	-			-
d. Assigned	9780	-			-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	12,765,701	-		12,765,701
2. Unassigned/Unappropriated	9790	49,473,336	-	-	49,473,336
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		9.71%		Meets	9.71%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	-	Disclosure Tab #9a	4,804,000	Variance	(4,804,000)
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PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Sacramento City Unified School District

General Fund Combined

Fiscal Year 2021-2022

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved MYP Before Settlement - as of: 2020-21 1st Interim		Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
P2 ADA= 38,208				P2 ADA= 38,208
LCFF ADA= 38,208				LCFF ADA= 38,208

A. Revenues and Other Financing Sources

1. LCFF/Revenue Limit Sources	8010-8099	\$ 405,457,289			\$ 405,457,289
2. Federal Revenue	8100-8299	44,673,784			44,673,784
3. Other State Revenues	8300-8599	66,153,445			66,153,445
4. Other Local Revenues	8600-8799	10,071,848			10,071,848
5. Other Financing Sources	8900-8999	2,653,429			2,653,429
6. Total (sum lines A1 thru A5)		529,009,795	-	-	529,009,795

B. Expenditures and Other Financing Uses

1. Certificated Salaries	1000-1999	\$ 215,958,102	\$ -		\$ 215,958,102
2. Classified Salaries	2000-2999	60,159,166			60,159,166
3. Employee Benefits	3000-3999	185,067,553	\$ -		185,067,553
4. Books and Supplies	4000-4999	24,693,366			24,693,366
5. Services & Other Operating Expd.	5000-5999	77,883,758			77,883,758
6. Capital Outlay	6000-6999	2,585,780			2,585,780
7. Other Outgo (no indirect)	7100-7299, 7400-7499	1,110,300			1,110,300
8. Other Outgo - Indirect	7300-7399	(945,591)			(945,591)
9. Other Financing Uses	7600-7699	1,981,864			1,981,864
10. Other Adjustments		(1,250,707)			(1,250,707)
11. Total (sum lines B1 thru B10)		567,243,591	-	-	567,243,591

C. NET INCREASE (DECREASE) IN FUND

BALANCE (line A6 minus line B11)

\$ (38,233,796)	\$ -	\$ -	\$ (38,233,796)
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D. FUND BALANCE

1. Net Beginning Fund Balance	9791-9795	\$ 62,569,699			\$ 62,569,699
2. Ending Fund Balance		\$ 24,335,903	\$ -	\$ -	\$ 24,335,903
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 330,662			\$ 330,662
b. Restricted	9740	\$ -			-
c. Committed	9750,9760	\$ -			-
d. Assigned	9780	\$ -			-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	11,291,803			11,291,803
2. Unassigned/Unappropriated	9790	12,713,438	-	-	12,713,438
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		4.23%		Meets	4.23%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	-	Disclosure Tab #9a	-	Variance	-
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Assumptions used (LCFF Gap funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

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FISCAL IMPACT IN CURRENT YEAR AND TWO SUBSEQUENT YEARS

Sacramento City Unified School District

General Fund Combined

Fiscal Year 2022-2023

		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved MYP Before Settlement - as of: 2020-21 1st Interim	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Include all adjustments needed to support ongoing costs of agreement)	Projected District MYP After Settlement of Agreement (Cols. 1 + 2 + 3)
		P2 ADA= 37,954			P2 ADA= 37,954
		LCFF ADA= 37,954			LCFF ADA= 37,954
A. Revenues and Other Financing Sources					
1. LCFF/Revenue Limit Sources	8010-8099	\$ 403,104,426			\$ 403,104,426
2. Federal Revenue	8100-8299	39,318,034			39,318,034
3. Other State Revenues	8300-8599	66,153,445			66,153,445
4. Other Local Revenues	8600-8799	10,071,848			10,071,848
5. Other Financing Sources	8900-8999	2,653,429			2,653,429
6. Total (sum lines A1 thru A5)		521,301,182	-	-	521,301,182
B. Expenditures and Other Financing Uses					
1. Certificated Salaries	1000-1999	\$ 219,066,949	\$ -		\$ 219,066,949
2. Classified Salaries	2000-2999	61,460,490			61,460,490
3. Employee Benefits	3000-3999	200,304,461	-		200,304,461
4. Books and Supplies	4000-4999	16,755,292			16,755,292
5. Services & Other Operating Expd.	5000-5999	76,695,317			76,695,317
6. Capital Outlay	6000-6999	2,585,780			2,585,780
7. Other Outgo (no indirect)	7100-7299, 7400-7499	1,110,300			1,110,300
8. Other Outgo - Indirect	7300-7399	(945,591)			(945,591)
9. Other Financing Uses	7600-7699	1,981,864			1,981,864
10. Other Adjustments		(2,313,119)			(2,313,119)
11. Total (sum lines B1 thru B10)		576,701,743	-	-	576,701,743
C. NET INCREASE (DECREASE) IN FUND BALANCE (line A6 minus line B11)					
		\$ (55,400,561)	\$ -	\$ -	\$ (55,400,561)
D. FUND BALANCE					
1. Net Beginning Fund Balance	9791-9795	\$ 24,335,903			\$ 24,335,903
2. Ending Fund Balance		\$ (31,064,658)	\$ -	\$ -	\$ (31,064,658)
3. Components of Ending Fund Balance					
a. Nonspendable	9711-9719	\$ 330,662			\$ 330,662
b. Restricted	9740	\$ -			-
c. Committed	9750,9760	\$ -			-
d. Assigned	9780	\$ -			-
e. Unassigned/Unappropriated					
1. Reserve for Economic Uncert.	9789	11,480,966			11,480,966
2. Unassigned/Unappropriated	9790	(42,876,286)	-	-	(42,876,286)
FUND 17 RESERVES	9789,9790				
% of State Required Reserves		-5.44%		Does not Meet	-5.44%

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in DISCLOSURE tab, #9a, Total Compensation Increase, please explain. Also list any other assumptions used or included in Col. 3:

Column 2	-	Disclosure Tab #9a	-	Variance	-
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Assumptions used (LCFF Gap Funding, COLA, Other Revenue COLAs, Addl/Reduced staffing, etc):

Additional reductions and one time revenue have been identified since first interim and will be reflected in the second interim report.

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

CERTIFICATION

Sacramento City Unified School District

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 Collective Bargaining Agreement") in accordance with the requirements of AB-1200, AB-2756 and GC 3547.5.

To be signed by the District Superintendent AND Chief Business Official upon submission to the Governing Board and by the Board President upon formal Board action on the proposed agreement.

Signatures of District Superintendent and Chief Business Official must accompany copy of disclosure sent to the County Superintendent for Review 10 days prior to board meeting ratifying agreement.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

*District Superintendent
(signature)*

Date

*Chief Business Official
(signature)*

Date

After public disclosure of the major provisions contained in this document, the Governing Board, at its meeting on Mar 4, 2021, took action to approve the proposed Agreement with the Sacramento City Teachers Association Bargaining Unit.

*President, Governing Board
(signature)*

Date