



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 8.1

**Meeting Date:** November 15, 2018

**Subject:** Hearing and Adoption of the District's Initial Proposals Regarding  
Certificated Unit Sacramento City Teachers Association (SCTA)  
Collective Bargaining Agreement Negotiations for 2019-2022

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

**Division:** Human Resource Services/Legal Services

**Recommendation:** Hearing and Adoption of the District's Initial Proposals Regarding Certificated Unit Sacramento City Teachers Association (SCTA) Collective Bargaining Agreement Negotiations for 2019-2022. To resolve the district's structural budget deficit, the Superintendent will need authorization to begin negotiating details of his budget plan, which is focused on protecting core academic and some student enrichment opportunities.

**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 Consideration:** 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 Sacramento City Teachers Associations – November 15, 2018
3. Executive Summary

**Estimated Time of Presentation:** 5 minutes

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

**Approved by:** Jorge A. Aguilar, Superintendent

**Sacramento City Unified School District**

Consideration and Public Notice of the District's Initial Proposals Regarding Sacramento City Teachers Association (SCTA) for 2019-2022 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 Sacramento City Teachers Association (SCTA) 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, November 15, 2018

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

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

**FOR ADDITIONAL INFORMATION CONTACT:** SCUSD Human Resource Services Department  
(916) 643-9050

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION  
November 15, 2018  
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE SACRAMENTO CITY  
TEACHERS ASSOCIATION (SCTA)  
FOR 2019-2022 SUCCESSOR AGREEMENT**

Pursuant to Government Code section 3547, the District's and SCTA's initial bargaining proposals that relate to matters within the scope of negotiations shall 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 District's proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the reopening of particular articles of the CBA, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with SCTA.

**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 2019-2022 successor agreement. It is the Board's intent that the District work collaboratively with SCTA'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 fiscal solvency of the District.

**ARTICLE 5: HOURS OF EMPLOYMENT**

Propose amendments, including but not limited to revising instructional minutes and day schedules.

**ARTICLE 6: EVALUATION**

Propose amendments, including but not limited to revising evaluation tools and process.

**ARTICLE 8: TRANSFERS**

Propose amendments, including but not limited to, process and timelines related to the hiring process.

**ARTICLE 11: SAFETY CONCERNS**

Propose amendments, including but not limited to, resources and supports for employees concerning appropriate student discipline practices and interventions.

#### ARTICLE 12: COMPENSATION

Propose to negotiate in good faith over compensation within the limits of available financial resources. The District may propose other amendments to this Article.

#### ARTICLE 13: EMPLOYEE BENEFITS

Propose to negotiate in good faith over employee benefits within the limits of available financial resources. The District may propose other amendments to this Article.

#### ARTICLE 17: CLASS SIZE

Propose amendments, including but not limited to revising terms, involving maximum and average class sizes loads, formulas, limitations, and specialized programs.

#### ARTICLE 18: ORGANIZATIONAL RIGHTS

Propose amendments, including but not limited to revising terms involving the use of Association Officer leaves of absences and/or release time.

#### ARTICLE 21: ORGANIZATIONAL SECURITY

Propose amendments, including but not limited to revising terms involving processing agency fees to ensure compliance with legal requirements.

#### ARTICLE 26: DURATION

Propose amendments, including but not limited to updating the term of the successor contract.

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2019-2022 successor contract negotiations with SCTA on November 15, 2018.

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Superintendent

## Board of Education Executive Summary

Human Resource Services and Legal Services

Hearing and Adoption of the District's Initial Proposals Regarding Certificated Unit

Sacramento City Teachers Association (SCTA) Collective Bargaining Agreement

Negotiations for 2019-2022

November 15, 2018



**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 SCTA related to collective bargaining of a successor agreement for the 2019-2020, 2020-2021, and 2021-2022 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 2019-2022 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:** None

**IV. Goals, Objectives and Measures:** The District and SCTA reached an agreement approved by the Board on December 7, 2017, with an expectation of improving outcomes for District students. The current collective bargaining agreement ("CBA") with SCTA is set to expire June 30, 2019. The District is taking this initial step to begin the process of reaching an agreement on a successor CBA through the 2021-2022 school year. 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 and ensuring the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with SCTA earlier than it has ever done so.

**V. Major Initiatives:** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Operational Excellence

**VI. Results:** The District intends to work with SCTA in good faith to negotiate over those items included in the District's initial proposal.

**VII. Lessons Learned/Next Steps:** Approve the District's initial proposal.