



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 8.2

Meeting Date: November 15, 2018

Subject: Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) 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 United Professional Educators (UPE) 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 United Professional Educator (UPE) – 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 United Professional Educator (UPE) 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 United Professional Educator (UPE) Collective Bargaining Agreement Negotiations

Copies of this program may be inspected at:

**The Serna Center
5735 47th Avenue
Sacramento, CA 95824**

HEARING DATE: Thursday, November 15, 2018

TIME: 6:00 p.m.

LOCATION: The Serna Center
5735 47th 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
UNITED PROFESSIONAL EDUCATORS (UPE)
FOR A 2019-2022 SUCCESSOR AGREEMENT**

The current master agreement for the employee bargaining unit represented by the United Professional Educators (UPE) expires on June 30, 2019. A copy of that master agreement ("CBA") is available for viewing on the District's web site at www.scusd.edu.

Pursuant to Government Code section 3547, the District's and UPE's initial bargaining proposals that relate to matters within the scope of negotiations must 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 UPE on the specific articles below.

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 2019-22 successor contract negotiations. 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 fiscal solvency of the District.

ARTICLE 3: ORGANIZATIONAL RIGHTS AND SECURITY

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

ARTICLE 7: SALARY AND HEALTH BENEFITS

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 8: WORK YEAR

Propose amendments, including but not limited to, amendments related to employee work year.

ARTICLE 9 – RETIREE HEALTH BENEFITS

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

ARTICLE 10: TERM OF AGREEMENT

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 UPE on November 15, 2018.

Superintendent

Board of Education Executive Summary

Human Resource Services and Legal Services

Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) 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 UPE 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 reading. The District's initial proposal is also now presented to the Board at this public 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, 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 UPE 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 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.