



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 8.4

Meeting Date: November 15, 2018

Subject: Hearing and Adoption of District's Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2019-2020 Re-Openers

- 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 District's Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2019-2020 Re-Openers. 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 Considerations: 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 Teamsters, Local 150 – 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 Teamsters, Local 150 Collective Bargaining Agreement Negotiations for 2019-2020 Re-Openers

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:

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters, Local 150 Collective Bargaining Agreement Negotiations on Re-Openers

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
TEAMSTERS UNION, LOCAL 150**

The current master agreement for the employee bargaining unit represented by the Teamsters Union, Local 150 (“Teamsters”) expires on June 30, 2020. 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 Teamsters’ 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 Teamsters on the specific articles related to Compensation and Benefits.

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 2019-20 negotiations. It is the Board’s intent that the District work collaboratively with Teamsters’ 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 6: 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 7: FRINGE 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.

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal to reopen the CBA for the 2019-2020 school year with Teamsters on November 15, 2018.

Superintendent

Board of Education Executive Summary

Human Resource Services and Legal Services

Hearing and Adoption of District's Initial Proposals Regarding Teamsters,
Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2019-2020
Re-Opener

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 Teamsters, Local 150 related to collective bargaining of and "reopening" the current agreement for the 2019-20 school year.

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 the reopening of particular articles of the contract, 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 now presented to the Board at this meeting for final approval and "sunshining."

III. Budget: None

IV. Goals, Objectives and Measures: The District is taking this initial step to begin the process of reopening the current Teamsters, Local 150 CBA. 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 Teamsters, Local 150 on the specific articles related to Compensation and Benefits.

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 Teamsters, Local 150 in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by Teamsters, Local 150.

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