



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.1

**Meeting Date:** April 21, 2016

**Subject:** Consideration and Public Notice of United Professional Educators (UPE) Initial Proposal to Sacramento City Unified School District Regarding Sunshine Reopeners for Salary and Benefits for 2015-2016 and Sunshine Reopeners for Contract Negotiations for 2016-2017

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

**Division:** N/A

**Recommendation:** Provide notice to the public regarding United Professional Educator's (UPE) initial collective bargaining proposals to the Sacramento City Unified School District.

**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 of Consideration and Public Notice of United Professional Educators (UPE) Initial Proposal to Sacramento City Unified School District Regarding Sunshine Reopeners for Salary and Benefits for 2015-2016 and Sunshine Reopeners for Contract Negotiations for 2016-2017

**Financial Considerations:** TBD

**LCAP Goal(s):** N/A

**Documents Attached:**

1. Public Hearing Notice
2. Sunshine Proposal to Sacramento City Unified School District – April 21, 2016

**Estimated Time of Presentation:** 4 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer on behalf of United Professional Educators (UPE)

**Approved by:** José L. Banda, Superintendent

**Sacramento City Unified School District**

United Professional Educator's (UPE) Initial Proposal to Sacramento City Unified School District  
Regarding 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:**

Consideration and Public Notice of United Professional Educators (UPE) Initial Proposal to Sacramento City Unified School District Regarding Sunshine Reopeners for Salary and Benefits for 2015-2016 and Sunshine Reopeners for Contract Negotiations for 2016-2017

Copies of this program may be inspected at:

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

The Sacramento City Unified School District Governing Board will approve Consideration and Public Notice of the United Professional Educators (UPE) Initial Proposal to Sacramento City Unified School District Regarding Sunshine Reopeners for Salary and Benefits for 2015-2016 and Sunshine Reopeners for Contract Negotiations for 2016-2017

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**HEARING DATE:** Thursday, April 21, 2016

**TIME:** 6:30 p.m.

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

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

## **UPE's Bargaining Interests - February 26, 2016**

### ***Negotiations for the 2015-2016 Governor's Budget Revision***

UPE is interested in receiving total compensation (to include salary and benefits) that is competitive with the area market for certificated supervisors so that SCUSD can recruit the best and brightest for administrative positions. We are interested in having a level of health coverage that is equal to that of the highest employee group within the Sacramento Unified School District. Any salary adjustment would be retroactive to July 1, 2015.

### ***UPE's Full Contract Negotiations – Beginning from July 1, 2016, with the goal of a multi-year contract.***

Salary and Compensation - UPE is interested in receiving total compensation (to include salary and benefits) that is competitive with the area market for certificated supervisors so that SCUSD can recruit the best and brightest for administrative positions. We are interested in having a level of health coverage that is equal to that of the highest employee group within SCUSD.

*Note: We understand that some of the information to address comparisons with surrounding districts will be available when the Public Sector Classification Study is complete. We propose moving forward in good faith pending its release.*

Work Hours and Work Load - Because of the increased demands placed on UPE members, due to the increase in the demands of the job, UPE is interested in a work day that is better defined than 24/7/365. Particularly, a designated 8 hour workday and recognition that a reasonable lunch is something that all employees should have a right to.

Staffing - UPE is interested in working with the district to update and/or quantify a formula to establish standards for school sites, taking into consideration all of the variables in the operation of a school site (i.e. enrollment, demographics,

special programs, community, etc.). Staffing based on enrollment is not always the best indicator of the demands placed on the administration of a school site. This includes the identification of the “appropriate” level of support for a school (those “fixed” needs, such as administrative assistants, clerks, plant managers, custodians, etc.). We are interested in working together with the district to speed up the process of setting staffing numbers so that all sites can start the year with the appropriate level of staffing. We are currently moving into March with numerous positions still unfilled. The system shouldn’t have to work that way.

Evaluation - UPE is interested in the development of a new administrative evaluation instrument that is a collaborative effort between SCUSD and UPE.

Fiscal Solvency and Long Term Liabilities - UPE is interested in continuing the district’s efforts in the areas of paying down the unfunded liabilities in health benefits, pension obligations, and the backlog of vacation buyouts. We applaud the district’s current efforts to reduce the vacation buyout liability. The June 30, 2016, “SCUSD - Notes to Financial Statements” reflects an unfunded actuarial accrued liability (UAAL) for healthcare benefits of \$611.4 million. The Pension liability (STRS and PERS) is in the neighborhood of \$223 million (from the district’s side of the contributions). The Vacation liability is \$7.8 million and the interest of the OPEB is \$7.96 million. We appreciate the district’s attentiveness to this unnecessary burden and are fully aware of the enormity of this “hole” that those before you have dug the district into over years and years of “pushing it down the road.” The interest payments alone could provide an increase in quality instruction to your chief stakeholders – the students of SCUSD. The 2016-17 Revenue looks more promising than previous years. We hope you spend it wisely.

Employment Titles – UPE is interested in eliminating the title “Interim.” All administrators serve at the discretion of the school board and the Superintendent. The “Interim” title only diminishes the position.

Longevity – UPE is interested in adding additional longevity to be equitable and/or comparable to other bargaining groups. We believe this will encourage new administrators within the district to build their career right here in SCUSD. This is an investment in your future.

Extended Year Contracts – UPE is interested in the district exploring 1, 2, and 3 year administrative contracts to offer a vote of confidence in your best and brightest. This could be easily added to the new evaluation process (soon to be developed).

Continuing Education for UPE Members – UPE is interested in working with the district to develop a plan for current and future administrators. Continuing Education is built into other bargaining unit contracts, however, there isn't a plan for UPE members. A coordinated Continuing Education program developed in harmony with the Strategic Plan could increase the probability of success toward the outcomes identified in the Strategic Plan.

Respectfully,

Dennis A. Pedersen, Executive Director, UPE

On Behalf of the UPE Bargaining Team

February 26, 2016