



AB 1200 Disclosure: Approval of Agreement between SCUSD and Service Employees International Union

Board Meeting
December 19, 2024
Agenda Item No. 11.1

Janea Marking, Chief Business & Operations Officer
Cancy McArn, Chief Human Resources Officer & Lead Negotiator

Building Equity Into The Foundation

SCUSD Core Value

We recognize that our system is inequitable by design and we vigilantly work to confront and interrupt inequities that exist to level the playing field and provide opportunities for everyone to learn, grow and reach their greatness.

SCUSD GUIDING PRINCIPLE

All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options

Key Provisions of SCUSD & SEIU Agreement

• Negotiations Team

- Cancy McArn, Chief of Human Resources and Lead Negotiator
- Janea Marking, Chief Business and Operations Officer
- Tuan Duong, Instructional Assistant Superintendent
- Dan Schallock, Director of Employee Relations
- Monica Garland, Personnel Specialist
- Jeff Winn, Manager Facilities Maintenance.
- Roy Combs, F3 Law

• Agreement on

- Article 3 Union Rights
- Article 6 Compensation
- Article 8 Hours
- Article 13 Transfers Promotions
- Article 14 Performance Evaluations
- Article 16 Safety
- Article 17 Professional Growth Program
- Article 18 Grievance Procedure
- Article 19 Disciplinary Procedures
- Article 20 Layoff
- Article 24 Contracting Out

Key Provisions of SCUSD & SEIU Agreement

- Additional steward presence
- Alignment with Education Code in various articles
- Streamlined employee transfer and promotion language
- New grievance language
- Improved communications during reduction in force
- Minimizing the use of outside contractors
- Increased time to speak at Board meetings
- Updated probationary evaluation schedule and communication
- Compensation items include:
 - Effective July 1, 2023 the salary schedules shall be increased by 2%
 - Effective July 1, 2024 at 12:00 a.m. squaring the Salary Schedule C
 - Effective July 1, 2024 at 12:01 a.m. the salary schedule shall be increased by 4%

AB 1200 - Fiscal Impact

- FY 2024-25 - estimated cost of \$20,385,240M for all funds.
- FY 2025-26 - estimated cost of \$18,729,808M for all funds.
- FY 2026-27 - estimated cost of \$18,729,808M for all funds*

**The estimated salary increase cost for 2026-27 remains unchanged, as the benefit rates applied are based on the current year.*

AB 1200 Public Disclosure

Q & A