

Tentative Agreement
Between
Classified Supervisors Association
And
Sacramento City Unified School District

This Tentative Agreement ("TA") is made and entered into between Sacramento City Unified School District ("District") and the Classified Supervisors Association ("CSA"), collectively referred to herein as the "parties."

Except as expressly provided herein, the current collective bargaining agreement between the parties ("CBA"), including all terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Tentative Agreement, shall be continued without modification through June 30, 2017.

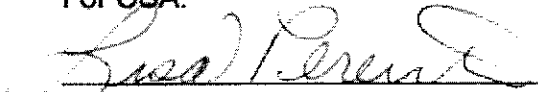
Article 6 - Compensation

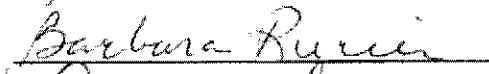
For the 2015-2016 school year, the CSA salary schedules will increase by an additional two and one-half percent (2.5%) effective July 1, 2015. Should another bargaining unit receive an unconditional increase to the salary schedule greater than two and one-half percent (2.5%), then the CSA salary schedules will be increased by that same unconditional amount.


The current contract will remain in effect beyond its expiration date, in the event that a successor contract cannot be agreed to.

This tentative agreement shall not be effective until and unless it has been ratified by CSA and approved by the District's Board of Education. The CSA and District bargaining team acknowledge that by their signatures below they are entering into a good faith commitment to support this Agreement and take whatever actions are necessary to obtain the approval of the parties they represent.


For CSA:




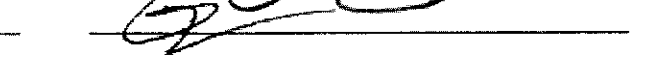




For the District:







Date: May 16, 2016

Date: May 16, 2016

Agreement Between
Classified Supervisors Association
And
Sacramento City Unified School District

This Tentative Agreement "TA" is made and entered into between Sacramento City Unified School District ("District") and the Classified Supervisors Association ("CSA"), collectively referred to herein as the "Parties." The Parties reach this TA as part of their previously agreed upon reopener for the 2015-16 school year.

Except as expressly provided herein, the current collective bargaining agreement between the parties ("CBA"), including all terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Tentative Agreement, shall be continued without modification through June 30, 2017.

Article 6 – Compensation

- a. Effective January 1, 2016, CSA salary schedules will increase by an additional 2.5 percent. This additional increase is the result of a conditional agreement to include a decrease in the number of emergency days currently available to unit members from three (3) days to one (1) day and an increase in the number of vacation days to be cashed out from ten (10) days to twelve (12) days in order to help address the unfunded liability.

Article 11 – Vacations

The Parties agree to amend Article 11 Section 11.2.3 as noted above, to read as follows:

Employees with accumulated vacation shall be allowed to cash out up to twelve (12) days each year. Employees desiring to cash out vacation may do so by providing written notification to Payroll by completing the Request for Vacation Cash Out Form. Requests received by Payroll by October 1 will be reimbursed by November 30 and requests received by Payroll by May 1 will be reimbursed by June 30.

Article 12 – Leaves

The Parties agree to amend Article 12 Section 12.6 as noted above, to read as follows:

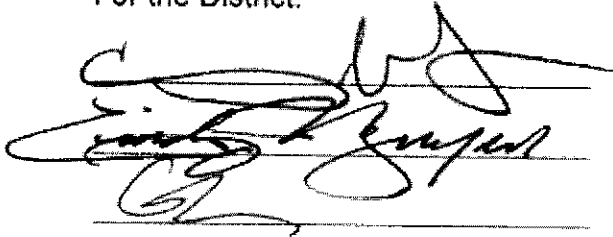
A maximum absence of one (1) day with full pay during any one (1) school year shall be authorized for the sudden and unexpected illness or injury requiring the presence of the permanent or probationary employee for emergency care or attendance of an ill or injured member of the immediate family.

The current contract shall remain in effect beyond its expiration date, in the event that a successor agreement cannot be agreed to.

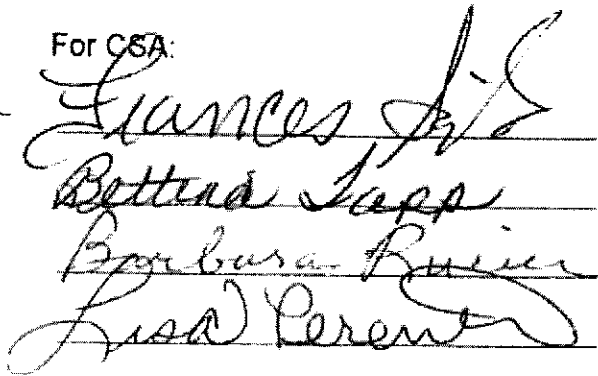
The tentative agreement shall not be effective until and unless it has been ratified by CSA and approved by the District's Board of Education. The CSA and District

bargaining team acknowledge that by their signatures below they are entering into a good faith commitment to support this Agreement and take whatever actions are necessary to obtain the approval of the parties they represent.

For the District:



For CSA:



Date: August 31, 2016

Date: August 31, 2016