

TENTATIVE AGREEMENT

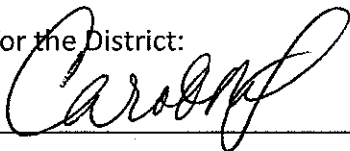
**Sacramento City Unified School District
and the
Classified Supervisors Association**

2012-2013 and 2013-14 Fiscal Years

The Sacramento City Unified School District ("District") and the Classified Supervisors Association ("CSA"), collectively referred to as "the parties," have considered their mutual interests and recognize the value and benefit of a long-term agreement. Accordingly, the parties agree to the following:

1. For the 2012-2013 and 2013-14 fiscal years, the parties' agree to the following in the interest of reducing the District's general fund budget deficit:
 - a. Each unit member's work year and corresponding compensation shall be reduced by two days. The days that shall be eliminated from each unit member's work year shall be non-work days, and shall be taken on the Monday and Tuesday of Thanksgiving week for each year.
 - 1) The reduction in compensation shall be spread equally over the 2012-2013 from November through June so that unit members' compensation is roughly the same each pay period.
 - 2) The reduction in compensation shall be spread equally over the 2013-14 school year so that unit members' compensation is roughly the same each pay period.
 - 3) The District shall implement the work year reduction to avoid impacting service credit toward retirement to the extent allowed by law.
2. This agreement shall not be effective until and unless it has been approved by the District's Board of Education and ratified by CSA. CSA and the District's bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this Agreement.

For the District:



For CSA:


_____ 12-4-12

[Handwritten signature]

Bettina Japp
James Hill
Moby 12-4-12
Ronald E. Hill

Date: 12-4-12

Date: 12-4-12