

**Sacramento City Unified School District Proposal to the
Sacramento City Teachers Association
2019-2022 Successor Contract Negotiations**

March 22, 2022

(Enhanced District Proposal with additional proposals shown in highlight)

Recognizing the parties have been in contentious, prolonged labor negotiations for a successor contract and acknowledging that the COVID-19 pandemic has presented extreme challenges for students, employees, and families, the parties hereby agree as follows related to the 2019-2022 successor collective bargaining agreement:

1. The Collective Bargaining Agreement will be extended through June 30, 2022, with the following changes:

a. **Article 5 Hours of Employment**

1.65% Salary Increase for 2022-2023 for Three Additional Professional Development Days (District cost of \$4,336,742): 3 additional professional development days for the 2022-2023 school year with a payment for these days equal to an additional 1.65%.

Three additional professional development days will be added to the 2022-2023 Calendar for all members and will be scheduled for August 29, 30, and 31, 2022, except that professional development days for staff at New Joseph Bonnheim Elementary and New Tech High School will be scheduled for the three work-days immediately preceding their start date.

The three (3) Professional Development days will be added to unit members' compensation and the SCTA salary schedules, as an extension to the Calendar from 181 days to 184 days for the 2022-2023 school year only and meets the employees' CalSTRS pension credit and obligations.

The Calendar will revert back to 181 days for the 2023-2024 school year, unless otherwise agreed to by the parties.

b. **Article 12 Compensation**

2% One-time Stipend (District cost of \$5,256,657) for 2021-2022: In addition, every full-time employee employed in the District as of the date of the final approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of 2% of their base 2021-2022 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

1% One-time Stipend (District cost of \$2,440,232) for 2019-2020: In addition, every full-time employee employed in the District as of the date of the final approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of 1% of their base 2019-2020 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

1% One-time Stipend (District cost of \$2,470,694) for 2020-2021: In addition, every full-time employee employed in the District as of the date of the final approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of 1% of their base 2020-2021 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

2% Ongoing Salary Increase (District cost of \$5,256,657): The salary schedule will be increased as follows based on health benefit savings.

19-20 See above one-time stipend
20-21 See above one-time stipend
21-22 2% ongoing across the board

\$2,000 Signing Bonus: Any new employee hired into a certificated position in the SCTA bargaining unit for the 2022-2023 school year and on or before September 15, 2022, will be eligible for a \$2,000 signing bonus. In order to receive the signing bonus, the employee must provide service to the District for the entire 2022-2023 school year and the stipend will be paid on or before July 30, 2023.

c. **Article 13 Employee Benefits**

100% Fully Paid Benefits in the Current Kaiser Plan at all levels (employee, two-party, and family): District contribution at 100% of the Kaiser Plan rate at all levels commencing July 1, 2022.

\$250/month Cash-in-Lieu of Health Benefits: Cash in lieu in an amount of \$250 per month for employees who provide proof of other health benefit coverage.

Stipend for Employees Currently Enrolled in HealthNet: Commencing July 1, 2022 and for the 2022-2023 school year only, the District will provide a stipend to employees enrolled in the District's HealthNet benefit plan as of March 22, 2022 and who remain in the plan for the 2022-2023 school year. The stipend shall be equal to eighty percent (80%) of the employee's out of pocket cost for that plan in 2022-2023.

2. **No Other Contract Changes:** All other terms of the July 1, 2016 to June 30, 2019 contract shall remain in full force and effect.
3. **Commitment to Start Negotiations on New Contract:** The parties will agree to resume negotiations for the successor contract on or before May 1, 2022, with the shared goal of reaching agreement as soon as possible. The parties will meet not less than twice a month to make progress toward this goal. It is understood that the parties reserve the right to maintain their respective bargaining positions on all issues when negotiations resume for a successor contract.

Creation of Working Group to Discuss Changes to Article 8 and Academic Calendar to Address Impediments, Including Timelines, to Filling Vacancies: The District proposes that the District and SCTA immediately convene a working group of the bargaining table with three representatives from the District and three representatives from SCTA to review the school calendar and Article 8, Vacancies and Transfers, to address impediments to filling vacancies and staffing our schools, and provide other recommendations related to the recruitment and retention of certificated employees in the District. This working group will be referred to as the Recruitment and Retention Committee.

**Sacramento City Unified School District Proposal to the
Sacramento City Teachers Association
2021-2022 COVID and Reopening Negotiations**

March 22, 2022

In an effort to reach agreement and complete COVID and reopening negotiations and attempting to follow the Fact-Finding Panel Chair's recommendations to the maximum extent possible and where not otherwise addressed in the Collective Bargaining Agreement for the remainder of the 2021-2022 school year, the District proposes the following:

1. Health and Safety

The District proposes to follow the guidance and requirements of the California Department of Public Health (CDPH) related to COVID-19 mitigation in schools, as those requirements may change over time. The District also proposes the establishment of a District/SCTA Health and Safety Committee consisting of an equal number of District and SCTA representatives, with a maximum of three representative for each party. The District proposes that each party share with the other the names of their respective representatives to the Committee by April 1, 2022 and that the Committee convene for its first meeting on or before April 22, 2022.

The District proposes to continue make available disposable N95 or KN95 masks to staff to wear while on school grounds. The District proposes to follow the SCUSD masking policy adopted by the Governing Board and effective March 12, 2022.

2. Continuity of Learning/Short-Term Independent Study

The District proposes that for the remainder of the 2021-2022 school year and effective with the date of final approval and ratification of this agreement, teachers who are required to quarantine for COVID-19 related reasons may volunteer to provide instruction remotely via Zoom to students in the classroom while those students are supervised by a substitute and that such teachers be compensated for the additional time needed to prepare for such Zoom instruction.

3. Long-Term Independent Study

The District proposes that for the remainder of the 2021-2022 school year, independent study teachers continue to implement the requirements of Assembly Bill 130.

The District proposes that for the remainder of the 2021-2022 school year, teachers with regular classroom assignments may volunteer to work with independent study students. Teachers who volunteer may be assigned up to ten independent study students and receive their per diem compensation for up to eight hours a week. Volunteers would be selected by seniority, with the numbers based on District need. The eight hours of

instruction per week would include five hours of direct instruction and three hours of preparation time.

The District proposes that teachers who are assigned to the independent study may return to their home school or a comparable teaching assignment if their position is not available. Teachers who are displaced because their position no longer exists will follow the surplus process outlined in Article 8 of the CBA.

4. Training Specialists

The District withdraws its proposal on Training Specialists.

5. Increased Compensation for Substitutes

The District proposes that for the remainder of the 2021-2022 school year, and effective with the first day of school for the 2021-2022 school year, the daily rates for substitutes be increased by 25% over their regular day-to-day (step 1) or long-term (step 2) substitute rates as noted on the salary schedule. Accordingly, the regular day-to-day (step 1) and long-term (step 2) rates are increased from \$182.49 and \$277.24 per day respectively.

The District proposes that for the remainder of the 2021-2022 school year, and effective with the date of final approval and ratification of this agreement, for secondary staff filling in for a colleague, the District will pay an additional 25% over the current CBA rate per Article 12.12.1.

6. Increased Compensation for Nurses

The District proposes that for the remainder of the 2021-2022 school year, and retroactive to the start of the 2021-2022 school year, Nurses who were or are requested by the Director of Student Support and Health Services or designee and agree to conduct contact tracing or other Covid-related extra work including direct services to students will be paid \$150 per hour for this extra work that extends their hours of work beyond their regular 6-hour work day. Hours will be assigned and approved consistent with regular department protocols and will be recorded on a timesheet and submitted to the Department Director or designee within thirty (30) days of the date the work was performed. Approval will not be unreasonably denied.