

## Overview of the Sac City Unified Proposals

<b>Protect and Enhance Opportunities for Student Learning</b>	
<b>Student Learning</b>	<p>Enhances student learning by aligning evaluation to California Standards for the Teaching Profession.</p> <p>Creates consistency for students by clearly defining teachers' professional duties that support students.</p> <p>Increases time for professional development and collaboration to allow for calibrated learning opportunities for teaching professionals and space for review of student work and sharing of best practices.</p>
<b>Fully Staffed Schools</b>	<p>Restructures teacher transfer process and timelines to better allow the District to staff schools in a timely manner.</p> <p>Simplifies the process to fill vacancies to meet classroom needs.</p>
<b>Class Size</b>	<p>Maintain existing class sizes at all grade levels.</p> <p>Clarifies timeline for class size adjustment at the beginning of the school year.</p> <p>Removes limitations that cause students to attend school outside of their neighborhood school ("concapping").</p>
<b>Special Education</b>	<p>Provides greater opportunities for the District to employ strategies like inclusive practices and others at schools across the District.</p> <p>Removes limitations on numbers of students who can be mainstreamed in regular education classes.</p>
<b>Safety</b>	<p>Protects the learning environment while effectively addressing student behavior issues.</p> <p>Ensures that student suspensions are consistent with Education Code and district policies and regulations that seek to reduce avoidable suspensions and implement student-centered and restorative alternatives to suspension for all students.</p>

<b>Calendar</b>	<p>Moves up the start and end date for the school year to align with neighboring districts and offer the same opportunities for students to attend summer college courses, summer employment and increased learning days before standardized and AP testing.</p>
<p><b>Ensure Fiscal Health of District</b></p>	
<b>Salary</b>	<p>Reflects the restructured salary schedules agreed upon in 2017, which established among the highest salaries in the region as of 2019-2020.</p> <p>Creates consistent pay rates for extra-duty assignments and substitute teachers and removes automatic escalator that increases those rates when the salary schedule is increased.</p> <p>Clarifies processes for selecting and duties for department chairs.</p>
<b>Benefits</b>	<p>Covers 100% of premium costs for employees at the rate of the low cost currently offered health plan (current Kaiser plan).</p> <p>Covers 75% of premium costs for each employee plus one and family plans at the currently offered low cost plan rate (Kaiser plan).</p> <p>Saves over \$17.2 million per year with the plan changes proposed by the District.</p> <p>Moves to a prorated structure for benefit coverage for part-time employees, saving additional funds.</p> <p>Increases employee contribution to fund OPEB liability for retiree health care costs.</p>