

Proposed Tentative Agreement

Between

Sacramento City Unified School District

&

Sacramento City Teachers Association

October 13, 2021

The Sacramento City Unified School District (“District”) and the Sacramento City Teachers Association (“SCTA”), collectively referred to as “the Parties,” have considered their mutual interests and have agreed to enter into this Tentative Agreement (“Agreement”) to completely resolve negotiations for the 2019-2020 and 2020-2021 school years.

1. The Parties agree that the 2016-2019 collective bargaining agreement between the parties will be extended through and including June 30, 2021 with no changes to the existing collective bargaining agreement provisions.
2. This Agreement will conclude and completely resolve all negotiations for the 2019-2020 and 2020-2021 school years.
3. The District proposes a new three-year collective bargaining agreement term (2021-2022, 2022-2023, and 2023-2024) as described in the District’s response to SCTA’s proposal on Article 26 dated October 13, 2021. The District’s proposals for successor contract negotiations are a package consisting of the articles listed in the “Status of District Proposals” document attached hereto.
4. The Tentative Agreement shall become effective upon ratification by SCTA, AB 1200 County Office Approval, and approval by the Board of Education of the District, as evidenced by the signature of the SCTA and District designees and by ratification of the SCTA unit members and by formal Board action of the District Board of Education.

Status of District Proposals

The District's proposals for successor contract negotiations are a package consisting of the following articles.

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| Preamble | District stays with its proposal of July 22, 2021 |
| Article 1 | District stays with its proposal of July 20, 2021 |
| Article 2 | No changes proposed by the District or SCTA |
| Article 3 | No changes proposed by the District or SCTA |
| Article 4 | District stays with its proposal of July 20, 2021 |
| Article 5 | See attached Article 5 proposal dated October 13, 2021 |
| Article 6 | District stays with its proposal of July 20, 2021 |
| Article 7 | District stays with its proposal of July 20, 2021 |
| Article 8 | District stays with its proposal of July 20, 2021 |
| Article 9 | No changes proposed by the District or SCTA |
| Article 10 | No changes proposed by the District or SCTA |
| Article 11 | District stays with its proposal of July 20, 2021 |
| Article 12 | See attached Article 12 proposal dated October 13, 2021 |
| Article 13 | See attached Article 13 proposal dated October 13, 2021 |
| Article 14 | No changes proposed by the District or SCTA |
| Article 15 | No changes proposed by the District or SCTA |
| Article 16 | No changes proposed by the District or SCTA |
| Article 17 | District stays with its proposal of July 20, 2021 |
| Article 18 | District stays with its proposal of July 20, 2021 |
| Article 19 | No changes proposed by the District or SCTA |
| Article 20 | No changes proposed by the District or SCTA |
| Article 21 | District stays with its proposal of August 23, 2019 |
| Article 22 | No changes proposed by the District or SCTA |
| Article 23 | No changes proposed by the District or SCTA |
| Article 24 | No changes proposed by the District or SCTA |
| Article 25 | No changes proposed by the District or SCTA |

Article 26 See attached Article 26 proposal dated October 13, 2021

Ground Rules District stays with its August 2, 2019 Proposal

