

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
 RESPONSE AND COUNTERPROPOSAL  
 TO SACRAMENTO CITY TEACHERS ASSOCIATION  
 RE 2016-17 SUCCESSOR CONTRACT NEGOTIATIONS  
 [PRE-FACTFINDING NEGOTIATIONS]**

**September 15, 2017**

*The District's response and counterproposal is a package. If the response and counterproposal is not accepted as stated herein, the District is not obligated to offer any specific element in future proposals, although we will continue to bargain in good faith.*

**I. BACKGROUND**

As of September 12, 2017, the parties have reached tentative agreements and/or agreed to maintain the status quo on the following Articles:

<u>Tentative Agreement</u>	<u>Status Quo</u>
1-Recognition;	14-Personal and Academic Freedom;
2-Definitions;	16-Liaison Committee;
3-Effect of Agreement;	19-District Rights;
4-Grievance Procedure;	20-Mentor Teacher;
6-Evaluations;	21-Organizational Security;
7-Assignments;	22-Professional Growth;
8-Transfers;	23-Classroom Teacher Instructional Improvement;
9-Leaves of Absence;	24-Site-Based Decision Making;
10-Personnel Files;	25-Successor Agreement
26-Duration (years TBD)	

**The remaining Articles to be settled are:**

- |                        |                                 |
|------------------------|---------------------------------|
| 5-Hours of Employment; | 15-Substitutes;                 |
| 11-Safety Conditions;  | 17-Class Size;                  |
| 12-Compensation;       | 18-Organizational Rights;       |
| 13-Employee Benefits;  | and replacement for Appendix D. |

**II. DISTRICT PROPOSALS**

**Remaining Articles and Assessments MOU:**

The District proposes to continue negotiations of all remaining articles with the understanding that all remaining articles are part of the District's package proposal. (See attached proposals for Articles 5, 11, 13, 15, 17 & 18.) The District also proposes to amend the Assessments MOU to include but not be limited to opportunities for all students to take the SAT during the school day in April 2018, etc. The District also proposes to continue negotiations of SCTA's proposals (Destination District, Professional Learning, and Whole Child Education). The District proposes to continue negotiations on the following dates: September 26, 27, and 28, 2017.

**Compensation:**

**2016-17: 2.5% increase to the salary schedule retroactive to July 1, 2016.**

1.85% increase to CalSTRS Contribution (equivalent to approx. 1.25% salary increase)  
 [Health Benefit Contribution of 100% (approx. \$26,847 per employee, includes

HealthNet medical, dental, vision and life; approx. \$18,210 for Kaiser)]

**2017-18: 3.5% increase to salary schedule for all unit members effective July 1, 2017.**

Effective July 1, 2017, the District will annually contribute an amount equal to approximately 1.5% or more of total payroll for the Association which shall be placed in the jointly administered GASB fund (OPEB), subject to available funding. The Parties agree this contribution may be reduced by the District in a given year in which funding is not available. The District will meet and confer with the Association before any reduction. (Article 13.18)

Recruit 20 FTE to reduce Speech, Language, and Hearing Specialist caseloads to 55 students, and in the interim continue meeting the requirements of servicing students. (Article 17.9.1)

Recruit 2 FTE School Psychologists.

Increase the current Doctorate stipend from \$1,161 to \$3,000.

Upon ratification/approval of the agreement, all special day class teachers as defined by Special Education shall be provided preparation time equal to the preparation time provided other teachers in their school. (Article 5.6.6)

Unlimited years of experience credited to new hires for placement on salary schedule effective July 1, 2017.

Unlimited years of experience credited to current unit members for placement on salary schedule prospectively, i.e. current unit members will be credited for all years of experience as of July 1, 2017 and placed at applicable higher step moving forward.

1.85 % increase to CalSTRS Contribution (equivalent to approx. 1.25% salary increase)

[Health Benefit Contribution of 100% (approximately \$29,247 per employee based on current pool and includes HealthNet medical, dental, vision and life; approx. \$20,031 for Kaiser)]

**2018-19 2.5% increase to salary schedule for all unit members effective July 1, 2018 (if after receipt of the Governor's January 2018 budget proposal the LCFF base revenues exceed current projections by 5%).**

The District and SCTA agree to work together diligently to effectuate on or before July 1, 2018 reductions in health insurance premiums with the understanding that our joint goal is not to reduce benefits but to pursue cost reductions that maintain comparable benefits. The parties agree that all savings realized from effectuating health benefit savings, e.g., by joining CalPERS or other health benefits pool, etc., will be used to reduce class sizes in grades 4 through 6. Any remaining savings may be used by mutual agreement to fund additional priorities such as:

- |                                 |                               |
|---------------------------------|-------------------------------|
| Art and Music                   | Increase Elementary Prep      |
| Increase Athletic Director Prep | Mentor Teachers               |
| Assistant Athletic Director     | Money for Extra Duty Sections |
| Counselors                      | Nurses                        |
| Class Size in other Grades      | Program Specialists           |
| Department Chair Leads          | School Psychologists          |