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Agreement Between
Service Employees International Union, Local 1021
And
Sacramento City Unified School District

This Tentative Agreement "TA" is made and entered into between Sacramento City Unified School District ("District") and the Service Employees International Union ("SEIU"), collectively referred to herein as the "Parties." The Parties reach this TA as part of their previously agreed upon reopener for the 2015-16 school year.

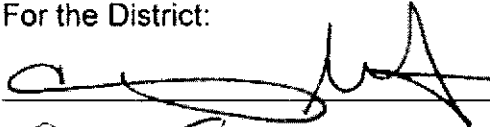
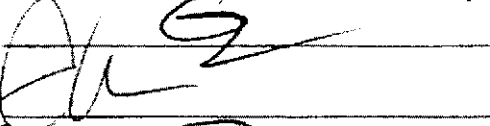
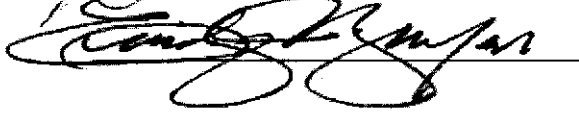
Except as expressly provided herein, the current collective bargaining agreement between the parties ("CBA"), including all terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Tentative Agreement, shall be continued without modification through June 30, 2017.

Article 6 – Compensation


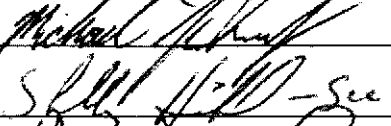
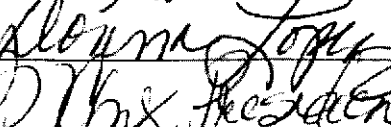
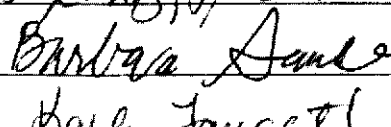
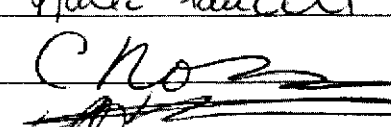

For the 2015-16 school year, the SEIU salary schedules will increase by an additional two and one-half percent (2.5%) effective July 1, 2015. Should another bargaining unit, including unrepresented management, receive an unconditional increase to the salary schedule greater than two and one-half percent (2.5%) effective during the 2015/2016 school year, then the SEIU salary schedules will be increased by that same unconditional amount.

The tentative agreement shall not be effective until and unless it has been ratified by SEIU and approved by the District's Board of Education. The SEIU and District bargaining team acknowledge that by their signatures below they are entering into a good faith commitment to support this Agreement and take whatever actions are necessary to obtain the approval of the parties they represent.

For the District:

For SEIU:


 *See additional attachment*





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If any unit, including unrepresented Management, receives a conditional raise exceeding 2.5%, the Union and the District agree to bargain over that issue. up to but excluding impasse procedures.

Shelly Hill
Donna Lopez
Patricia Lopez
Doris Huzar

Agreement Between
Service Employees International Union (SEIU), Local 1021
And
Sacramento City Unified School District

This Tentative Agreement "TA" is made and entered into on August 10, 2016 between Sacramento City Unified School District ("District") and the Service Employees International Union, Local 1021 ("SEIU"), collectively referred to herein as the "Parties." The Parties reach this Tentative Agreement as part of their previously agreed upon reopener for the 2015-16 school year.

Except as expressly provided herein, the current collective bargaining agreement between the parties ("CBA"), including all terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Tentative Agreement, shall be continued without modification through June 30, 2017.

Article 6 – Compensation

Effective January 1, 2016, SEIU salary schedules will increase by an additional two and one-half percent (2.5%), in exchange for this additional salary increase SEIU Local 1021 agrees that certain members of the SEIU Local 1021 bargaining unit shall have their daily work schedules adjusted as necessary in order to implement the Collaborative Time model and structure starting the 2016-17 school year. There is no intent to implement new split shifts or change, amend or replace any existing language related to work schedules or hours. This salary increase also provides for the reduction of the District's unfunded liabilities by decreasing the number of emergency days and imminent death days currently available to unit members, plus increasing the number of vacation days that may be cashed out annually.

Article 8 – Hours

The Parties agree to create a new section in Article 8, Section 8.3.3.5 to read as follows:

Section 8.3.3.5: Those probationary or permanent classified employees whose schedules must be adjusted in order to implement the Collaborative Time Model may have an adjustable work schedule during the week to support the structure of the District's implementation of Collaborative Time starting the 2016-17 school year and beyond. For example, an employee's work day may be extended during the week to allow for an early release on collaborative Thursdays that same week. No affected employee shall experience a reduction in total hours per week, nor shall any affected employee be compelled to take a longer lunch break or accept a split shift.

Article 11 – Vacations

The Parties agree to work collaboratively to identify options in addressing the current vacation accruals beyond the contract limit and to minimize the District's unfunded liability.

The Parties agree to amend Article 11 Section 11.2.3 as follows:

Employees with accumulated vacation shall be allowed to cash out up to eight (8) days each year. Employees desiring to cash out vacation may do so by providing written notification to Payroll by completing the Request for Vacation Cash Out Form. Requests received by Payroll by October 1 will be reimbursed by November 30 and requests received by Payroll by May 1 will be reimbursed by June 30."

Article 12 – Leaves

In order to reduce the amount of available emergency days, the Parties agree to reduce the Emergency Days granted per school year from three (3) to two (2) days; therefore, the Parties agree to amend Article 12 Section 12.6 to read as follows:

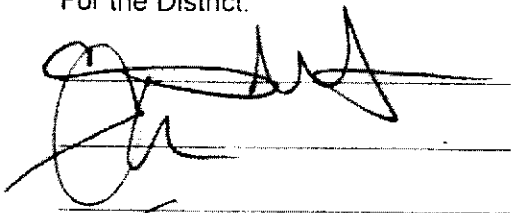
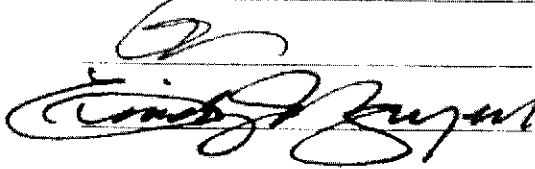
A maximum absence of two (2) days with full pay during any one (1) school year shall be authorized for the sudden and unexpected illness or injury requiring the presence of the permanent or probationary employee for emergency care or attendance of an ill or injured member of the immediate family. Each instance of emergency leave may be for one (1) or two (2) days up to a maximum of two (2) days per school year.

The Parties further agree to reduce the Imminent Death Days granted per school year from three (3) to one (1) day; therefore, the Parties agree to amend Article 12 Section 12.7.1 to read as follows:


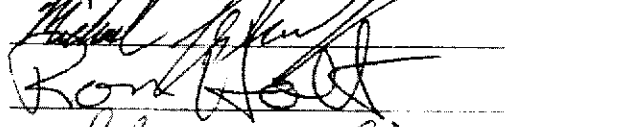
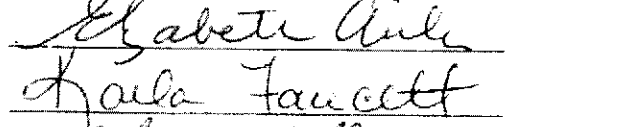
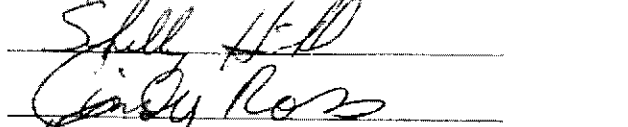
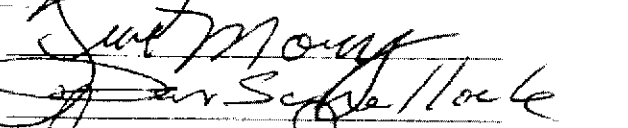
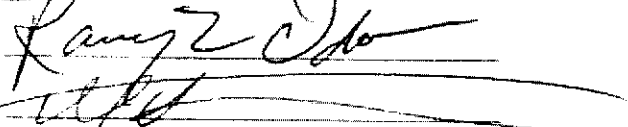

One (1) day per year of full pay shall be granted to each probationary and permanent employee in case of the serious illness or accident, with death imminent, of each member of the immediate family. In the event that death does not occur, the necessity of this type of absence shall be verified by a written and signed statement of the attending physician, specifically stating that death was imminent.

The tentative agreement shall not be effective until and unless it has been ratified by SEIU and approved by the District's Board of Education. The SEIU and District bargaining team acknowledge that by their signatures below they are entering into a good faith commitment to support this Agreement and take whatever actions are necessary to obtain the approval of the parties they represent.

For the District:

For SEIU:

Date: August 17, 2016

Date: August 17, 2016