

**Tentative Agreement**  
**Between**  
**the United Professional Educators**  
**and**  
**the Sacramento City Unified School District**  
**May 20, 2022**

The Sacramento City Unified School District ("District") and the United Professional Educators ("UPE") hereby agree as follows related to reopener negotiations for the 2021-2022 school year and successor contract negotiations for the 2022-2023 school year.

The Collective Bargaining Agreement will be extended through June 30, 2023, except as noted below related to Article 13, Term of Agreement, with the following changes:

**1. Article 8 Salary and Health Benefits**

**4% Ongoing Salary Increase for 2021-22:** UPE salary schedules will be increased by four (4) percent effective at the start of the 2021-2022 school year. This retroactive payment will be paid within ninety (90) days of final approval and ratification of this agreement.

Section 2.1.1 of the Agreement between the District and UPE shall be revised as follows:

Retroactive to the start of the ~~2016-17~~2021-2022 school year, employees will be compensated pursuant to the applicable salary schedule in Appendix B.

**Health Insurance:** The District shall fully pay the cost of the Kaiser benefit plan rate for eligible employees, and will pay one hundred percent (100%) of the premium cost for those dependents, including domestic partners and spouses covered by the plans as set forth below. In the event that a unit member has a spouse or domestic partner, who is also employed by the District, the District shall pay only for one plan to cover the unit member and their spouse/domestic partner, provided that the benefits for any individual unit member are not reduced.

Section 2.2.1 of the Agreement between the District and UPE shall be revised as follows:

Commencing with the 2023 benefit plan year, the District will contribute the following toward health and welfare benefits to UPE Members:

Employee Only:      100% coverage of the Kaiser Employee Only Health Plan rate

Employee +1:      100% coverage of the Kaiser Two-Party rate

Family:              80% 100% coverage of the Kaiser Family Plan rate

In the event that a unit member has a spouse or domestic partner, who is also employed by the District, the District shall pay only for one plan to cover the unit member and their spouse/domestic partner, provided that the benefits for any individual unit member are not reduced.

**One-Time Payment of \$2,000 for 2021-22:** Every full-time UPE member employed in the District as of the date of final approval and ratification of this agreement will receive a one-time stipend in the amount of \$2,000. This stipend will be prorated in the event of any part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

The stipend referenced in this MOU will be subject to all applicable State and Federal statutory taxes, unemployment insurance, worker's compensation and STRS or PERS. Members on an unpaid leave of absence will not be eligible for the stipends.

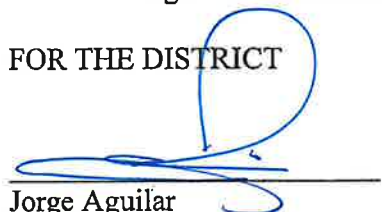
**2. Article 13 Term of Agreement**

Article 13 of the Agreement between the District and UPE shall be revised as follows:


This Agreement will conclude negotiations for the 2021-2022 and 2022-2023 school years with no reopener for the 2021-2022 school year and a reopener only on Salary (not including health benefits) and one article selected by the District and one article selected by UPE for the 2022-2023 school year. The Agreement shall become effective upon approval by UPE and the District, as evidenced by the signature of the UPE and District designees and by ratification of the UPE unit members and the District Board of Education.

3. All components of all existing unexpired agreements, including side letters, between UPE and the District not addressed by the terms of this MOU shall remain in full effect through the stated duration of the existing Agreement.

FOR THE DISTRICT

  
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Jorge Aguilar  
Superintendent

FOR UPE

  
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Judy Farina  
UPE President