

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Agenda Item# 10.1

Meeting Date: November 16, 2023

Subject: **Public Hearing: AB 1200 Public Disclosure and Approval of MOU
between SCUSD and the Service Employees International Union**

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Labor Relations; Business Services

- e. Article 13: Transfers/ Promotions
- f. Article 14: Performance Evaluations
- g. Article 17: Professional Growth Program
- h. Article 18: Grievance Procedure
- i. Article 19: Disciplinary Process
- j. Article 20: Layoff
- k. Article 24: Contracting Out

Financial Considerations: Retroactive costs for all funds of approximately \$10.6M, ongoing costs for all funds of \$12.6M in 2023-24, \$13.6M in 2024-

Estimated Time of Presentation: 5 Minutes

Submitted by: Janea Marking, Chief Business and Operation
Officer

Approved by: Lisa Allen, Interim Superintendent

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Sacramento City Unified School District
 Name of Bargaining Unit: Service Employees International Union
 Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2023 (date) and ending: June 30, 2025 (date)

The Governing Board will act upon this agreement on: November 16, 2023 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation	Fiscal Impact of Proposed Agreement			
	(Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			
	Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
All Funds - Combined	2023-24	2024-25	2025-26	
1. Salary Schedule Including Step and Column	\$ 69,920,244	\$ 17,269,409	\$ 9,282,404	\$ 9,282,404
		24.70%	10.65%	9.62%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 40,055,675	\$ 6,006,119	\$ 3,330,527	\$ 3,330,527
		14.99%	7.23%	6.74%
4. Health/Welfare Plans	\$ 34,476,567	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 144,452,486	\$ 23,275,528	\$ 12,612,931	\$ 12,612,931
		16.11%	7.52%	6.99%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	1,649.67			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 87,564	\$ 14,109	\$ 7,646	\$ 7,646
		16.11%	7.52%	6.99%

5' Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

10% ongoing for all SEIU unit members retroactive to July 1, 2022. An additional 6% salary increase applied after the 10% for job classes on Salary Schedule C ranges 29-41, Flat Rate C salary schedule, and Instructional Aid, Health Aide, and Teacher Assistant job classifications, all retroactive to July 1, 2022. Additionally, the agreement includes an increase to the minimum wage to \$20 effective 7/1/2024.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

B.

Agreement includes revisions and additions to Article 9 and Art
ies thefor

C.

Impact of changes include reductions in categorical program books, supplies and operating expenses to offset the increased cost of salaries and benefits. Additional reductions are to be identified in future financial reports.

Aid

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

Contingency language includes reopeners on compensation and additional articles for the 23-24 and 24-25 years.

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

NA

F. Source of Funding for Proposed Agreement:

1. Current Year

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

NA

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

Sacramento City Unified School District
 Divisions: 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

06/15/2022

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

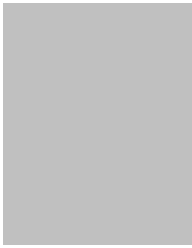
Restricted General Fund

Bargaining Unit: Service Employees International Union

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 2,478,216		\$ -	\$ 2,478,216
Federal Revenue 8100-8299	\$ 99,571,861		\$ -	\$ 99,571,861
Other State Revenue 8300-8599	\$ 100,096,650		\$ -	\$ 100,096,650
Other Local Revenue 8600-8799	\$ 2,032,950		\$ -	\$ 2,032,950
TOTAL REVENUES	\$ 204,179,676		\$ -	\$ 204,179,676
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 70,896,488	\$ -	\$ 18,212,583	\$ 89,109,071
Classified Salaries 2000-2999	\$ 34,523,944	\$ 6,199,262	\$ -	\$ 40,723,206
Employee Benefits 3000-3999	\$ 89,940,805	\$ 2,161,344	\$ 4,254,391	\$ 96,356,540
Books and Supplies 4000-4999	\$ 25,690,583		\$ (2,910,868)	\$ 22,779,715
Services and Other Operating Expenditures 5000-5999	\$ 84,288,412		\$ (3,403,574)	\$ 80,884,838
Capital Outlay 6000-6999	\$ 896,918		\$ -	\$ 896,918
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 6,616,549		\$ -	\$ 6,616,549
TOTAL EXPENDITURES	\$ 312,853,698	\$ 8,360,606	\$ 16,152,533	\$ 337,366,837
OTHER FINANCING SOURCES/USES	\$ -			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 104,925,543	\$ 3,853,314	\$ 15,659,827	\$ 124,438,684
OPERATING SURPLUS (DEFICIT)*	\$ (3,748,479)	\$ (4,507,292)	\$ (492,706)	\$ (8,748,477)
BEGINNING FUND BALANCE	\$ 122,292,561			\$ 122,292,561
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 118,544,082	\$ (4,507,292)	\$ (492,706)	\$ 113,544,084
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 118,544,082	\$ -	\$ (4,999,998)	\$ 113,544,084
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (4,507,292)	\$ 4,507,292	\$ -

*Net Increase (Decrease) in Fund Balance

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G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

ase) ! PS Â
 Service Employees International Union

	Object Code	Column 1 Latest Board- Approved Budget Before Settlement (As of 7/1/23)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ 708,560		\$ -	\$ 708,560

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement)	Total Revised Budget (Columns 1+2+3)
Object Code		Explain on Page 4i			
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 30,958,922	sati	\$ -	\$ 30,958,922
Other State Revenue	8300-8599	\$ 3,000,000		\$ -	\$ 3,000,000
Other Local Revenue	8600-8799	\$ 380,000		\$ -	\$ 380,000
		\$ 34,338,922		\$ -	\$ 34,338,922
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 9,886,745	\$ 2,312,378	\$ -	\$ 12,199,123
Employee Benefits	3000-3999	\$ 7,936,699	\$ 829,681	\$ -	\$ 8,766,380
Books and Supplies	4000-4999	\$ 14,620,000		\$ -	\$ 14,620,000
Services and Other Operating Expenditures	5000-5999	\$ 5,000		\$ -	\$ 5,000
Ceptyql R r ar		\$ 5,000		\$ -	\$ 5,000



Column 1
Latest Board-
Approved Budget
Before Settlement
(8/13/22)

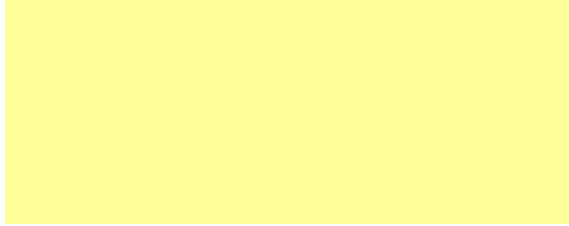
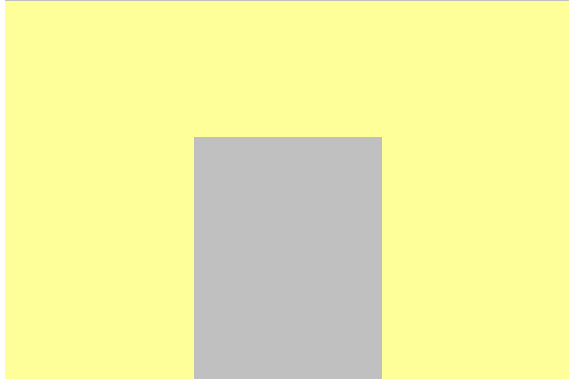
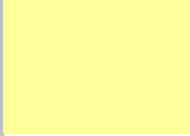
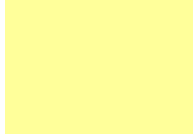
Column 2

Column 3

Column 4

Object Code

BeRt Emp



Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 44,016,716	Salary/Benefit Increases per SCTA AB1200
Other Financing Sources/Uses	\$ (15,659,827)	Adj to SPED contribution per SCTA AB1200

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 16,152,533	Salary/Benefit Increases per SCTA AB1200
Other Financing Sources/Uses	\$ 15,659,827	Adj to SPED Contribution per SCTA AB1200

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 330,210	Salary/Benefit Increases per SCTA AB1200
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 1,136,152	Salary/benefit increases per SCTA Ab1200
Other Financing Sources/Uses	\$ 1,136,152	SCTA AB1200 -Estimated contribution from general fund

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 1,823,524	Salary/Benefit Increases per SCTA AB1200
Other Financing Sources/Uses	\$ -	

Additional Comments:

Additional adjustments in column reflect changes to special education contribution as well as offset to materials/operating costs as a result of the estimated SEIU settlement costs. The AB1200 also incorporates the previous estimates from the SCTA AB1200 board approved on 9/7/23. All beginning fund balances have been updated to reflect the 2022-23 Unaudited Actuals Ending balances.

Object Code	2023-24			2024-25			2025-26		
		Total Revised Budget After Settlement		First Subsequent Year After Settlement		Second Subsequent Year After Settlement			
LCFF Revenue	8010-8099	\$ 500,346,764	\$	501,052,464	\$	504,787,435			
Federal Revenue	8100-8299	\$ -	\$	-	\$	-			
Other State Revenue	8300-8599	\$ 12,144,270	\$	12,144,270	\$	12,144,270			
Other Local Revenue	8600-8799	\$ 4,151,175	\$	4,151,175	\$	4,151,175			
		\$ 516,642,209	\$	517,347,909	\$	521,082,880			
Certificated Salaries	1000-1999	\$ 218,554,221	\$	199,873,046	\$	201,876,191			
Classified Salaries	2000-2999	\$ 50,291,314	\$	48,347,726	\$	48,657,570			
Employee Benefits	3000-3999	\$ 142,542,298	\$	143,656,608	\$	150,115,514			
Books and Supplies	4000-4999	\$ 8,462,782	\$	9,204,594	\$	9,365,541			
Services and Other Operating Expenditures	5000-5999	\$ 27,570,886	\$	26,936,886	\$	27,097,833			
Capital Outlay	6000-6999	\$ 49,259	\$	49,259	\$	49,259			
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 1,510,300	\$	1,510,300	\$	1,510,300			
	7400-7499								
Transfers of Indirect Costs	7300-7399	\$ (7,894,319)	\$	(7,701,158)	\$	(7,623,461)			
Other Adjustments									
		\$ 441,086,742	\$	421,877,262	\$	431,048,748			
Transfers In and Other Sources	8900-8979	\$ 1,339,247	\$	2,475,399	\$	2,475,399			
Transfers Out and Other Uses	7600-7699	\$ -							
Contributions	8980-8999	\$ (124,438,684)	\$	(124,621,584)	\$	(133,047,135)			
		\$ (47,543,970)	\$	(26,675,538)	\$	(40,537,604)			
BEGINNING FUND BALANCE	9791	\$ 135,640,173	\$	88,096,204	\$	61,420,666			
Audit Adjustments/Other Restatements	9793/9795	\$ -							
		\$ 88,096,204	\$	61,420,666	\$	20,8	20,		1000-1

Object Code	2023-24			2024-25			2025-26		
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
LCFF Revenue	8010-8099	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216
Federal Revenue	8100-8299	\$ 99,571,861	\$ 39,089,508	\$ 39,089,508	\$ 39,089,508	\$ 39,089,508	\$ 39,089,508	\$ 39,089,508	\$ 39,089,508
Other State Revenue	8300-8599	\$ 100,096,650	\$ 99,371,792	\$ 99,371,792	\$ 99,371,792	\$ 99,371,792	\$ 99,371,792	\$ 99,371,792	\$ 99,371,792
Other Local Revenue	8600-8799	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950
		\$ 204,179,676	\$ 142,972,466	\$ 142,972,466	\$ 142,972,466	\$ 142,972,466	\$ 142,972,466	\$ 142,972,466	\$ 142,972,466
EXPENDITURES									
Certificated Salaries	1000-1999	\$ 89,109,071	\$ 88,546,814	\$ 88,546,814	\$ 88,546,814	\$ 88,546,814	\$ 88,546,814	\$ 88,546,814	\$ 88,546,814
Classified Salaries	2000-2999	\$ 40,723,206	\$ 35,534,710	\$ 35,534,710	\$ 35,534,710	\$ 35,534,710	\$ 35,534,710	\$ 35,534,710	\$ 35,534,710
Employee Benefits	3000-3999	\$ 96,356,540	\$ 87,029,589	\$ 87,029,589	\$ 87,029,589	\$ 87,029,589	\$ 87,029,589	\$ 87,029,589	\$ 87,029,589
Books and Supplies	4000-4999	\$ 22,779,715	\$ 11,325,595	\$ 11,325,595	\$ 11,325,595	\$ 11,325,595	\$ 11,325,595	\$ 11,325,595	\$ 11,325,595
Services and Other Operating Expenditures	5000-5999	\$ 80,884,838	\$ 75,726,302	\$ 75,726,302	\$ 75,726,302	\$ 75,726,302	\$ 75,726,302	\$ 75,726,302	\$ 75,726,302
Capital Outlay	6000-6999	\$ 896,918	\$ 896,918	\$ 896,918	\$ 896,918	\$ 896,918	\$ 896,918	\$ 896,918	\$ 896,918
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 6,616,549	\$ 6,423,388	\$ 6,423,388	\$ 6,423,388	\$ 6,423,388	\$ 6,423,388	\$ 6,423,388	\$ 6,423,388
Other Adjustments			\$ (1,941,527)	\$ (1,941,527)	\$ (1,941,527)	\$ (1,941,527)	\$ (1,941,527)	\$ (1,941,527)	\$ (1,941,527)
		\$ 337,366,837	\$ 303,541,788	\$ 303,541,788	\$ 303,541,788	\$ 303,541,788	\$ 303,541,788	\$ 303,541,788	\$ 303,541,788
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 124,438,684	\$ 124,621,584	\$ 124,621,584	\$ 124,621,584	\$ 124,621,584	\$ 124,621,584	\$ 124,621,584	\$ 124,621,584
		\$ (8,748,477)	\$ (35,947,738)	\$ (35,947,738)	\$ (35,947,738)	\$ (35,947,738)	\$ (35,947,738)	\$ (35,947,738)	\$ (35,947,738)
BEGINNING FUND BALANCE									
BEGINNING FUND BALANCE	9791	\$ 122,292,561	\$ 113,544,084	\$ 113,544,084	\$ 113,544,084	\$ 113,544,084	\$ 113,544,084	\$ 113,544,084	\$ 113,544,084
Audit Adjustments/Other Restatements	9793/9795	\$ -							
		\$ 113,544,084	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 113,544,084	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347	\$ 77,596,347
Committed	9750-9760								
Assigned	9780								
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

2023-24

2024-25

2025-26

Object Code

[Redacted]

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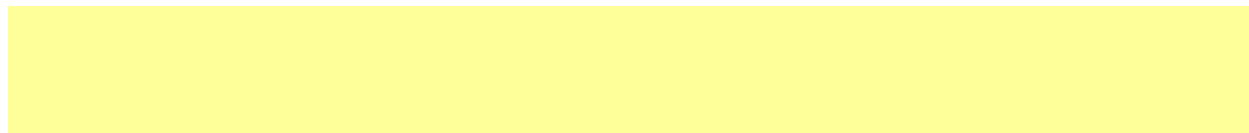
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J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.



The board actions necessary to meet the cost of the agreement i

Current Year

Budget Adjustment Categories:

		Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$	1,136,152
Expenditures/Transfers Out and Other Uses	\$	86,734,663
Ending Balance(s) Increase/(Decrease)	\$	(85,598,511)

Subsequent Years

Budget Adjustment Categories:

		Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$	-
Expenditures/Transfers Out and Other Uses	\$	-
Ending Balance(s) Increase/(Decrease)	\$	-

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

District Superintendent

Date

(Signature)

I hereby certify I am unable to certify

Chief Business Official

Date

(Signature)

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Sacramento City Unified School District
District Name

District Superintendent
(Signature)

Date

Contact Person

Phone

President (or Clerk), Governing Board
(Signature)

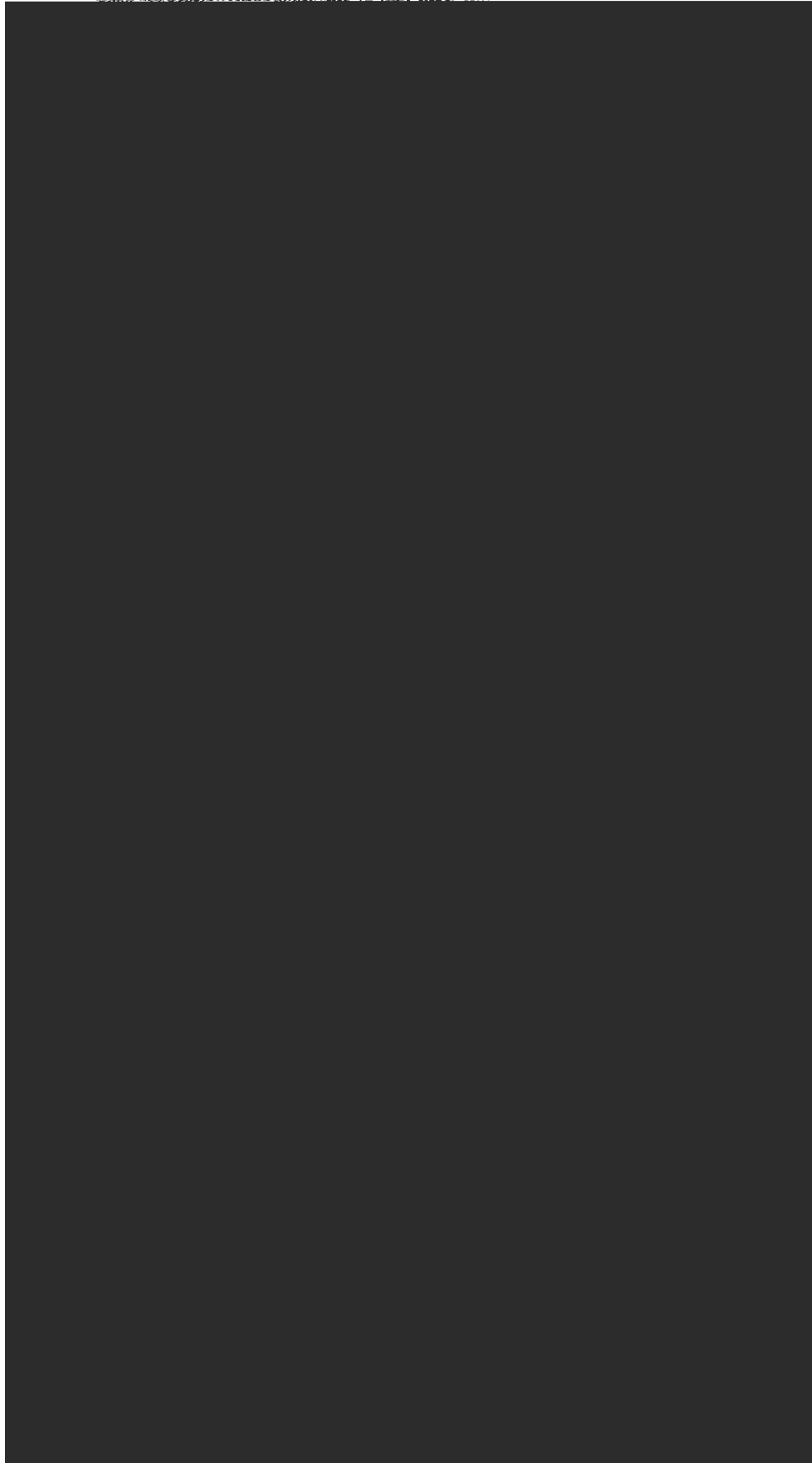
Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement

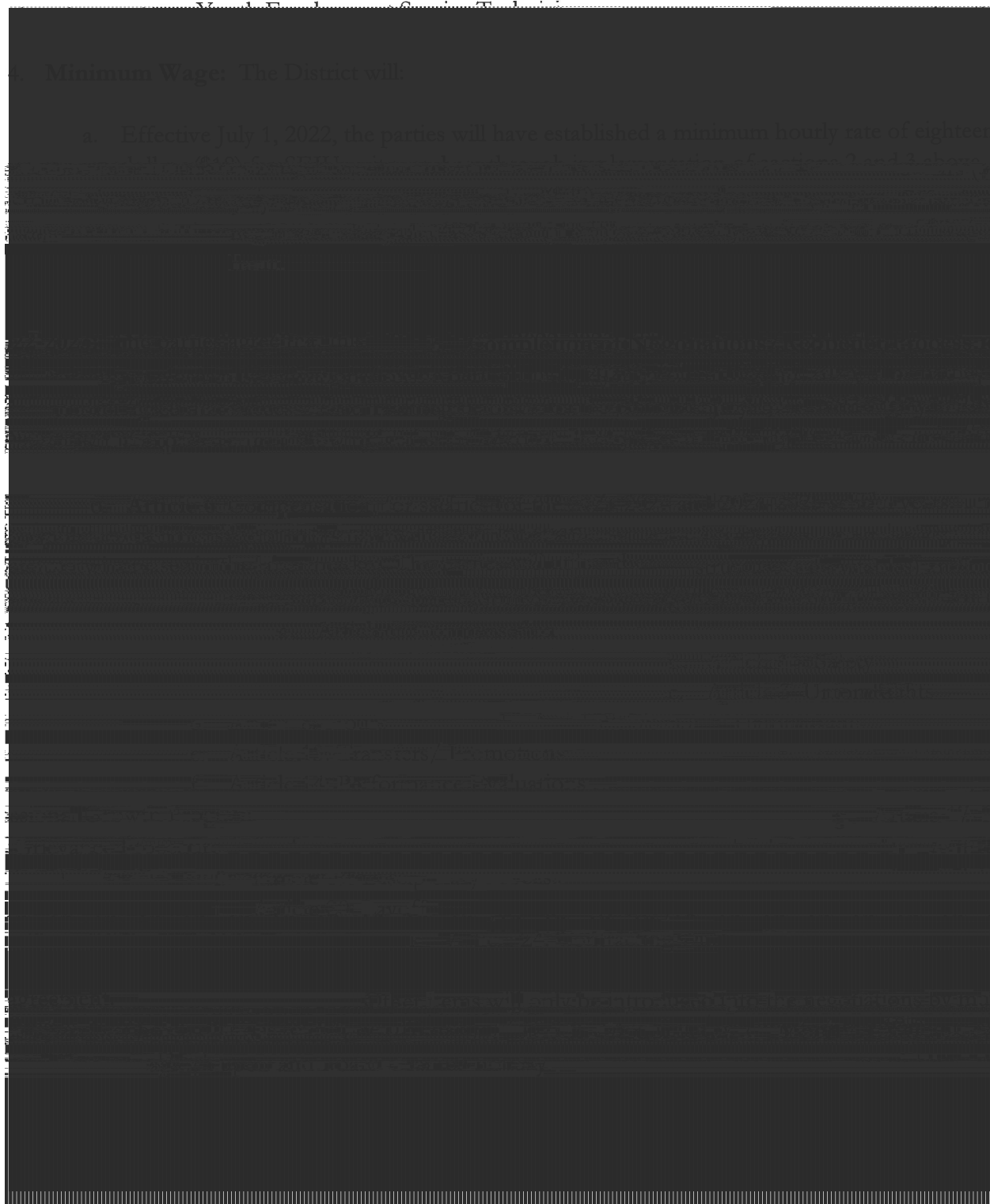
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o Educational Assistant I, II, and III



Minimum Wage: The District will

a. Effective July 1, 2022, the parties will have established a minimum hourly rate of compensation




s of _____ This interim agreement will be implemented upon approval by both parties, which consists

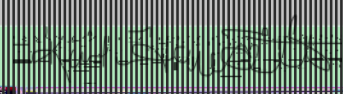
10. It is the District's intention to process payments as quickly as possible to get them in the hands

For SEIU

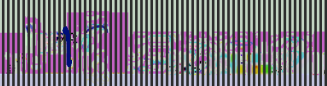
For SCUSD


Lisa A. Holt

Chief, Simer, Hendon



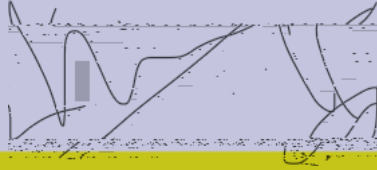
Carol France, President



11-9-23

Date

Date



Hari Subramanian

11-9-23

Date