

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

Meeting Date : May 16, 2024

Subject : Public Hearing: AB 1200 Public Disclosure and Approval of MOU
between SCUSD and the United Professional Educators (UPE)

- 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

Recommendation : Approve agreement between SCUSD and UPE for school years
2023-24, 2024-25 and 2025-26.

Background/Rationale : The parties' agreement is effective beginning July 1, 2023
through June 30, 2026 and includes the following compensation items:

- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented UPE members employed by Sacramento City Unified District.
- An additional two percent (2%) across-the-board salary increase for the 2024-25 school year for all represented UPE members employed by Sacramento City Unified District.
- Adjustments to the longevity steps.

The attached agreement closes all negotiations for the period from July 1, 2023 to June 30, 2026.

Financial Considerations : Retroactive costs for all funds for the 2023-24 year of approximately \$995.2K, ongoing costs of \$1.5M for all funds.

LCAP Goals : College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; Operational Excellence.

Documents Attached:

- AB 1200 Disclosure
- MOU between SCUSD and UPE

Estimated Time of Presentation : 5 Minutes
Submitted by: Janea Marking, Chief Business and Operation
Officer
Approved by : Lisa Allen, Superintendent

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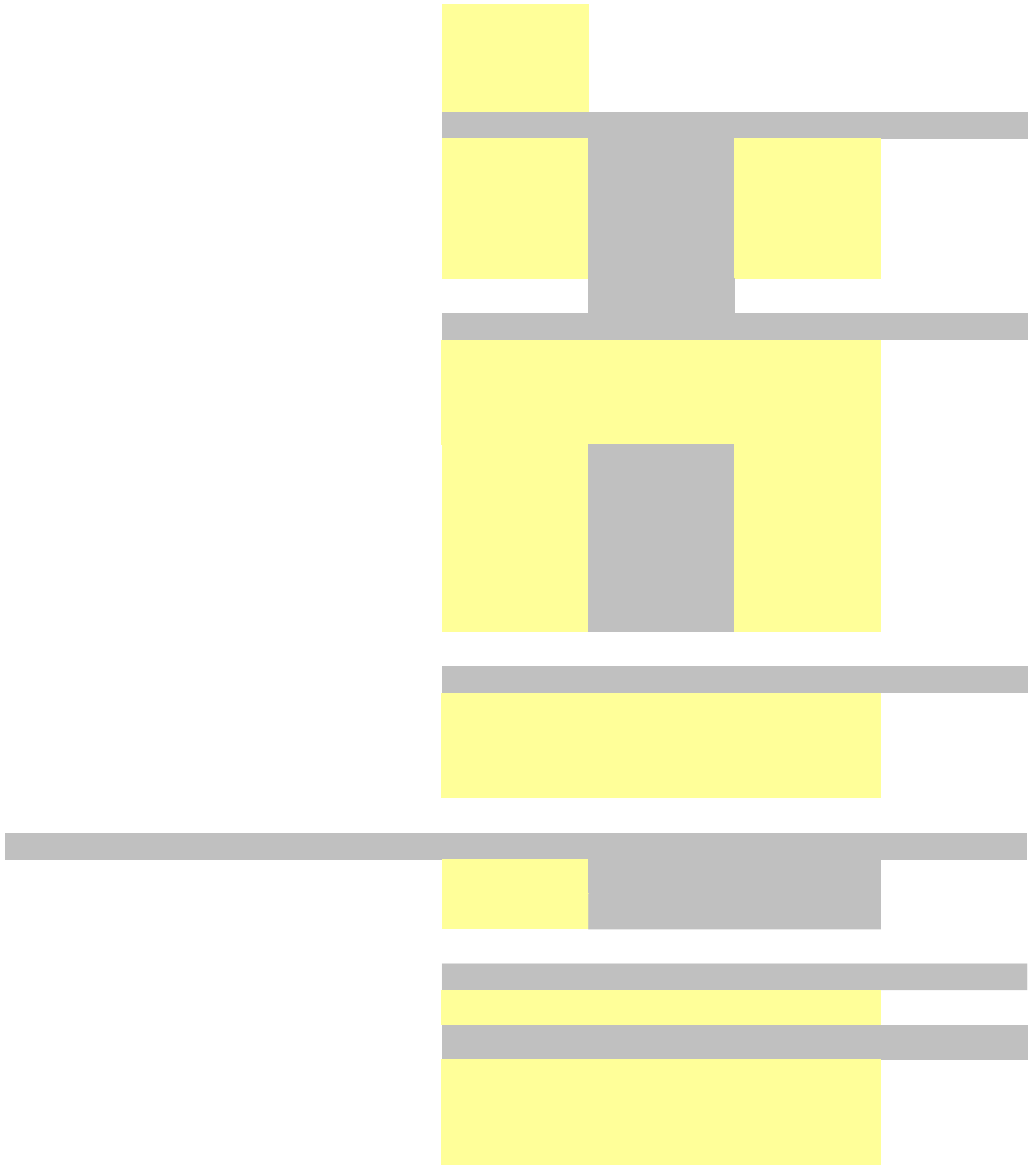
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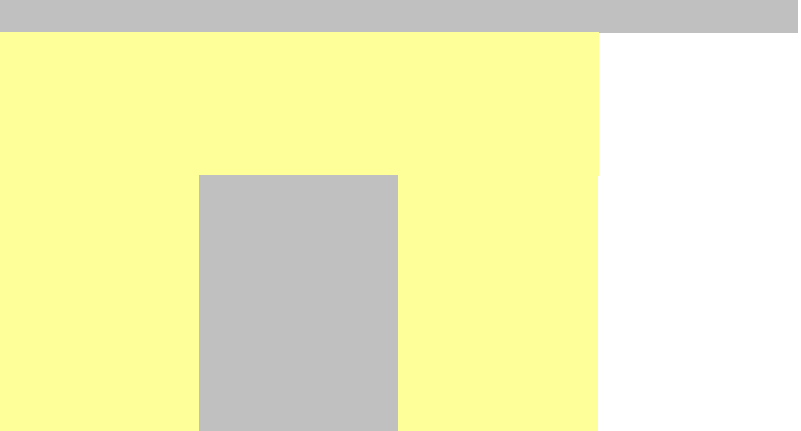
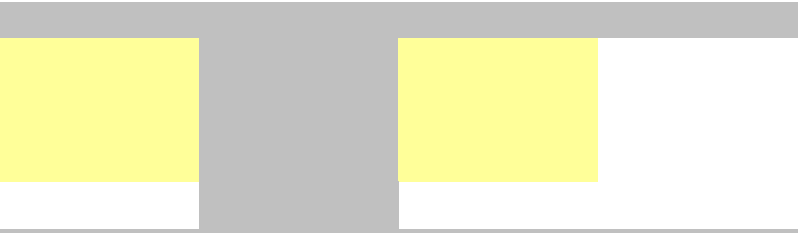
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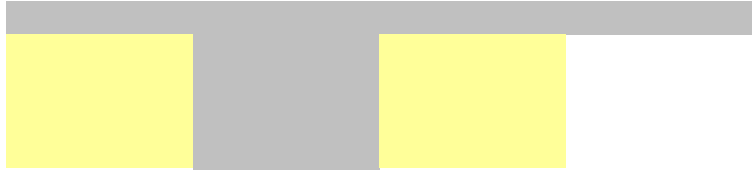
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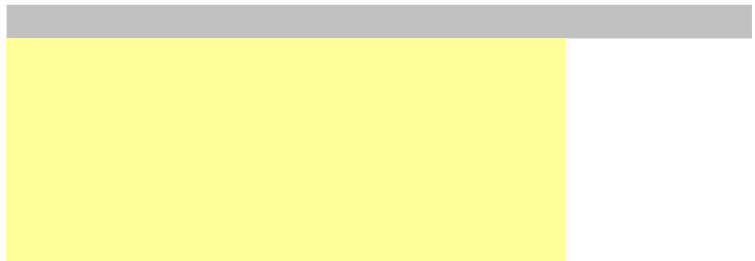
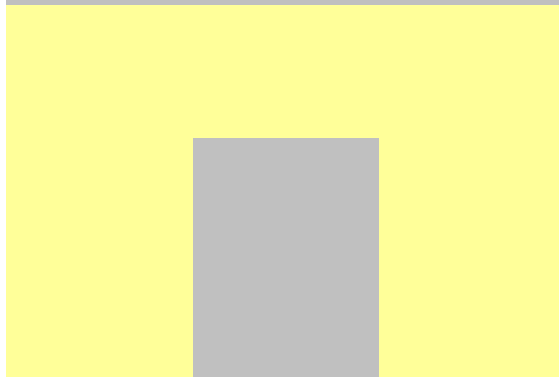






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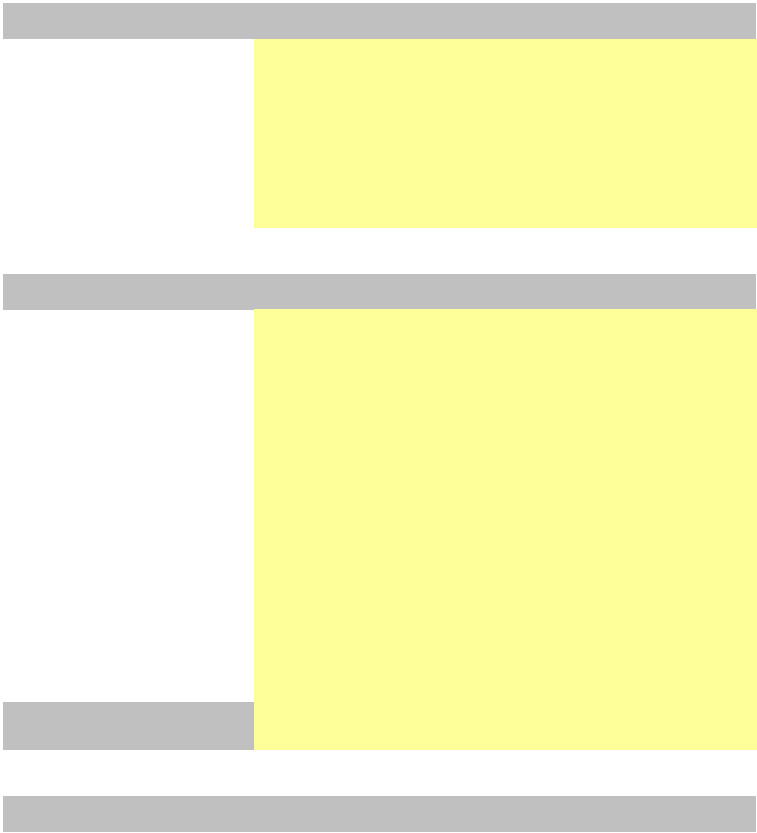
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Public Disclosure of Proposed Collective Bargaining Agreement

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**UPE
Successor Contract Proposal (MOU)**

**&
United Professional Educators
April 12, 2024**

The State of California (SCUSD) and the United Professional Educators (UPE)

Recruitment and Retention Incentives:

The parties agree to replace the current Longevity Incentives with the following

- 2% in the 10th year
- 4% in the 14th year
- 6% in the 17th year
- 8% in the 20th year
- 10% in the 25th year

The parties agree that this will enhance and support improved recruitment and retention of administrators in SCUSD.

Small Innovative High School Support:

The parties agree that the small innovative high schools are critically understaffed and therefore the parties agree to add an additional FTE to each small innovative high school. The District and LIPE will meet to determine the classification of the

FTE.

Collaborative Coaching Model:

The parties agree to assemble a joint work group to develop the mission, scope, and

Article 5 - Evaluation of Work Performance:

The parties agree to establish a joint committee to revise the current UPE Evaluation template. Even though the current template was a joint effort between the district and UPE, it is universally accepted that after a three-year period of use it is clear that the process is too cumbersome and needs to be streamlined and simplified. The parties agree to complete the revision no later than September 1, 2024 so that it is ready for implementation in the 2024-2025 school year.

Article 12 - Summer School:

The parties agree to meet and agree to a new TA on Article 12 relative to Summer School as well as provide UPE members with a complete list of the Summer Program Schedule dates no later than May 1, 2024.

Appendix B:

The district agrees to provide an updated Salary Schedule to be included in the

