

# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.2

**Meeting Date:** October 6, 2016

**Subject:** Consideration and Public Notice of the District's and Sacramento City Teachers' Association's (SCTA) Initial Proposals Regarding Certificated Unit Collective Bargaining 2016-2019 Successor Agreement Negotiations

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

**Division:** Human Resource Services

**Recommendation:** Consideration and Public Notice of the District's and Sacramento City Teachers' Association's (SCTA) Initial Proposals Regarding Certificated Unit Collective Bargaining 2016-2019 Successor Agreement Negotiations.

**Background/Rationale:** Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice of the District's and Sacramento City Teachers Association's initial proposals related to collective bargaining

Consideration and Public Notice of the District's and Sacramento City Teachers' Association's  
(SCTA) Initial Proposals Regarding Certificated Unit Collective Bargaining Agreement  
Negotiations.

The Sacramento City Unified School District hereby gives notice that a  
Public Hearing will be held as follows:

Consideration and Public Notice of the District's and Sacramento City Teachers'

his program may be inspected at:

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Thursday, October 6, 2016

6:30 p.m.

Serna Educational Center  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824

(916) 643-7474

SCUSD Human Resource Service Department

**Consideration and Public Notice of the District's and Sacramento City Teachers' Association's (SCTA) Initial Proposals Regarding Certificated Unit Collective Bargaining 2016-2019 Successor Agreement Negotiations**

October 6, 2016 Board Meeting



Pursuant to the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code 3547). The purpose of this item is to provide public notice of the District's initial proposals to the Sacramento City Teachers Association related to collective bargaining of a successor agreement for the 2016-17, 2017-18, and 2018-19 school years.

Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves a successor contract, and to allow the Board an opportunity to provide comment, the District's initial proposal for a 2016-2019 successor agreement was first presented to the Board at a public meeting on September 15, 2016 for a first reading. The District's initial proposal is now presented to the Board at this public meeting on October 6, 2016 for final approval and "sunshining." In addition, SCTA's initial proposal is also now presented to the Board for "sunshining."

None

In June 2016, the District and SCTA reached a Tentative Agreement that closed contract negotiations for the 2015-16 school year. That Tentative Agreement also extended the termination date of the current contract from June 30, 2016 to December 1, 2016, to allow the parties additional time to negotiate a successor agreement for the 2016-17, 2017-18, and 2018-19 school years. Accordingly, the parties agreed to begin negotiations for that successor agreement

**Consideration and Public Notice of the District's and Sacramento City Teachers' Association's (SCTA) Initial Proposals Regarding Certificated Unit Collective Bargaining 2016-2019 Successor Agreement Negotiations**

October 6, 2016 Board Meeting



1, 2016, the current contract may be extended by mutual agreement until negotiations are concluded.

Consistent with the Tentative Agreement, the District and SCTA are presenting their initial proposals for "sunshining" to begin negotiations for a successor agreement. The District's Board of Education is required to hold a public hearing on the District's and

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**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**

**BOARD OF EDUCATION**

**October 6, 2016**

**SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE  
SACRAMENTO CITY TEACHERS ASSOCIATION (SCTA) AND SCTA'S INITIAL  
PROPOSAL TO THE DISTRICT  
FOR A 2016-2019 SUCCESSOR AGREEMENT**

**[FINAL]**

**(2016-2019 Labor Negotiations)**

The current master agreement for the certificated employee bargaining unit represented by the Sacramento City Teachers Association (“SCTA”) expires on December 1, 2016. A copy of that master agreement is available for viewing on the District’s web site at [www.scusd.edu](http://www.scusd.edu).

Pursuant to Government Code section 3547, the District’s and SCTA’s initial bargaining proposals for a 2016-2019 successor agreement are required to be presented at a public meeting where members of the public may comment prior to commencing negotiations. The District’s initial proposal for a 2016-2019 successor agreement was presented to the Board of Education (“Board”) for a first reading at a public meeting on September 15, 2016. The District’s initial proposal is now presented to the Board at this public meeting on October 6, 2016 for final approval and “sunshining.” Thereafter, the Board will also “sunshine” SCTA’s initial proposal for a 2016-2019 successor agreement at this public meeting on October 6, 2016. (SCTA’s Initial Proposal is attached hereto as “Exhibit A.”) Thereafter, the Parties will commence negotiations for a 2016-2019 successor agreement on October 11, 2016.

**ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:**

The Board hereby presents the District’s initial proposal for public comment, and thereafter adopts the following initial proposal for a 2016-2019 successor agreement. It is the Board’s intent that the District work collaboratively with SCTA’s negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District.

**ARTICLE 1: RECOGNITION**

Propose amendments, including but not limited to modifying the unit, and/or petitioning the PERB, to remove substitute teachers for lack of sufficient commonality of interests.

**ARTICLE 2: DEFINITIONS**

Propose amendments, including but not limited to updating terms resulting from negotiations as the Parties may deem necessary.

**ARTICLE 3: EFFECT OF AGREEMENT**

Propose amendments, including but not limited to reviewing all Tentative Agreements entered into by the Parties during the term of the preceding collective bargaining agreement and incorporate any agreed upon changes to the successor contract along with any other revisions as may be agreed upon by the Parties.

**ARTICLE 4: GRIEVANCE PROCEDURES**

Propose amendments, including but not limited to revising timelines and the grievance process.

**ARTICLE 5: HOURS OF EMPLOYMENT**

Propose amendments, including but not limited to revising instructional minutes and day schedules.

**ARTICLE 6: EVALUATION**

Propose amendments, including but not limited to revising evaluation tools and process.

**ARTICLE 7: ASSIGNMENTS**

Propose amendments, including but not limited to revising reopener notice requirements and the Liaison Committee.

**ARTICLE 8: TRANSFERS**

Propose amendments, including but not limited to revising timelines and process.

## **ARTICLE 9: LEAVES OF ABSENCE**

Propose amendments, including but not limited to updating leaves of absence consistent with legal requirements.

## **ARTICLE 10: PERSONNEL FILES**

Propose amendments, including but not limited to revising procedures for placing derogatory materials in personnel files.

## **ARTICLE 11: SAFETY CONDITIONS**

Propose amendments, including but not limited to revising employee reimbursements.

## **ARTICLE 12: COMPENSATION**

**ARTICLE 16: LIAISON COMMITTEE**

Propose amendments, including but not limited to revising terms as the Parties may deem necessary.

**ARTICLE 17: CLASS SIZE**

Propose amendments, including but not limited to revising terms involving loads, formulas, limitations, and specialized programs.

**ARTICLE 18: ORGANIZATIONAL RIGHTS**

Propose amendments, including but not limited to revising terms involving the use of District mail services.

**ARTICLE 19: DISTRICT RIGHTS**

Propose amendments, including but not limited to clarifying management rights and prerogatives over matters outside of the scope of bargaining.

**ARTICLE 20: MENTOR TEACHER**

Propose amendments, including but not limited to revising terms involving the Mentor Teacher Program.

**ARTICLE 21: ORGANIZATIONAL SECURITY**

Propose amendments, including but not limited to revising terms involving processing agency fees.

**ARTICLE 22: PROFESSIONAL GROWTH PROGRAM RELATED TO THE REQUIREMENTS FOR RENEWAL OF CLEAR TEACHING CREDENTIALS**

Propose amendments, including but not limited to updating terms involving the Professional Growth Program.



**ARTICLE 23: CLASSROOM TEACHER INSTRUCTIONAL IMPROVEMENT PROGRAM**

Propose amendments, including but not limited to updating terms involving the Classroom Teacher Instructional Improvement Program.

**ARTICLE 24: SITE-BASED DECISION-MAKING**

Propose amendments, including but not limited to revising terms as the Parties may deem necessary.

**ARTICLE 25: SUCCESSOR AGREEMENT**

Propose amendments, including but not limited to revising the timelines for commencing successor contract negotiations.

**ARTICLE 26: DURATION**

Propose amendments, including but not limited to updating the term of the successor contract.

**MISCELLANEOUS: COMPREHENSIVE CONTRACT REVIEW**

The District proposes a comprehensive review of **ALL ARTICLES, APPENDICES, AND ATTACHMENTS** to identify any language and/or document that is outdated, obsolete, or no longer applicable to further update the successor contract for the benefit of unit members and their supervisors. To this end, the District further proposes to review all Tentative Agreements

**Response To SCTA Initial Proposal**

The District will consider and bargain in good faith over proposals included in the SCTA initial proposal for 2016-2019 successor contract negotiations, attached hereto as “Exhibit A.”

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2016-2019 successor contract negotiations with SCTA on October 6, 2016.

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Superintendent

**EXHIBIT A**



SCTA Proposals to SCUSD 10-6-16

Sacramento City Teachers Association (SCTA)  
October 6, 2016

Sunshining of the Association's Initial Proposal to the Sacramento City Unified School District for a Successor Agreement to the 2014-2016 Collective Bargaining Agreement Between the Parties

The current collective bargaining agreement between the Sacramento City Teachers Association (hereafter "SCTA") and the Sacramento City Unified School District (SCUSD) expired on J(D)635 3290h6 0,ET60.0000092 0 612 72 reW/nBT/E 9 Tf1 0 0 1 220.25 54540510





SCTA Proposals to SCUSD 10-6-16







SCTA Proposals to SCUSD 10-6-16

Article 21: Organization Security

Propose changes including but not limited to those that include receiving accurate and timely information from the District.

Article 22: Professional Growth Program Related to Requirements for Renewal of Clear Teaching Credentials

Propose changes including but not limited to those that update the current language.

Article 23: Classroom Teacher Instructional Improvement Program

Propose changes including but not limited to those that update the current language.

Article 24: Site-based Decision Making

Propose changes including but not limited to those that update the current language and improve upon current practices.

Article 25: Successor Agreement

Propose changes including but not limited to those that update the current language.

Article 26: Duration

Propose change included but not limited to those that the update the current language. The Association reserves the right to change and/or modify its proposal regarding the duration of the agreement based on discussions in this negotiation related to wages and other issues.

Appendix A:

Propose changes including but not limited to those that update the current forms in use and that are useful to include in this section.

Appendix B: Salary Schedules

Propose changes including but not limited to those that update the printed salary schedules, including those that are modified as a result of these negotiations, and also ensure that they are timely posted on the District's website.

Appendix C: Professional Improvement Plan

Propose changes including but not limited to those that update this section.

