

**Sacramento City Unified School District Proposal to the
Sacramento City Teachers Association
2019-2022 Successor Contract Negotiations**

March 22, 2022

(Enhanced District Proposal with additional proposals shown in highlight)

Recognizing the parties have been in contentious, prolonged labor negotiations for a successor contract and acknowledging that the COVID-19 pandemic has presented extreme challenges for students, employees, and families, the parties hereby agree as follows related to the 2019-2022 successor collective bargaining agreement:

1. The Collective Bargaining Agreement will be extended through June 30, 2022, with the following changes:

a. **Article 5 Hours of Employment**

1.65% Salary Increase for 2022-2023 for Three Additional Professional Development Days (District cost of \$4,336,742): 3 additional professional development days for the 2022-2023 school year with a payment for these days equal to an additional 1.65%.

2. **No Other Contract Changes:** All other terms of the July 1, 2016 to June 30, 2019 contract shall remain in full force and effect.
3. **Commitment to Start Negotiations on New Contract:** The parties will agree to resume negotiations for the successor contract on or before May 1, 2022, with the shared goal of reaching agreement as soon as possible. The parties will meet not less than twice a month to make progress toward this goal. It is understood that the parties reserve the right to maintain their respective bargaining positions on all issues when negotiations resume for a successor contract.

Creation of Working Group to Discuss Changes to Article 8 and Academic Calendar to Address Impediments, Including Timelines, to Filling Vacancies: The District proposes that the District and SCTA immediately convene a working group of the bargaining table with three representatives from the District and three representatives from SCTA to review the school calendar and Article 8, Vacancies and Transfers, to address impediments to filling vacancies and staffing our schools, and provide other recommendations related to the recruitment and retention of certificated employees in the District. This working group will be referred to as the Recruitment and Retention Committee.

**Sacramento City Unified School District Proposal to the
Sacramento City Teachers Association
2021-2022 COVID and Reopening Negotiations**

March 22, 2022

