



1 Pursuant to their Agreement, on October 6, 2016, the parties "sunshined" their initial  
2 proposals for a new CBA. Between October 11, 2016, and March 9, 2017, the parties met at least  
3 fifteen (15) times but did not reach agreement.

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5 On March 13, 2017, SCTA requested an Impasse Determination/Appointment of  
6 Mediator from PERB, which the District did not oppose.

7 The parties met with Tom Ruiz of State Mediation and Conciliation Service in formal  
8 mediation on April 10, 2017, and on six subsequent occasions. The parties were unable to reach

[REDACTED]

9 any agreements in mediation and Mr. Ruiz certified the parties to fact-finding on May 18, 2017.

10 [REDACTED]

employment of other employees performing similar services and with other.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It includes a detailed description of the experimental procedures and the tools used for data collection.

3. The third part of the document presents the results of the study. It includes a series of tables and graphs that illustrate the findings of the research. The data shows a clear trend in the relationship between the variables being studied.

4. The fourth part of the document discusses the implications of the findings. It highlights the potential applications of the research in various fields and the need for further investigation in this area.

5. The fifth part of the document concludes the study. It summarizes the key findings and provides a final statement on the overall significance of the research. The authors express their gratitude to the funding agencies and the participants who made the study possible.

6. The sixth part of the document includes a list of references. It cites the works of other researchers in the field, providing a comprehensive overview of the current state of knowledge on the topic.

7. The seventh part of the document contains a list of appendices. These include additional data, detailed calculations, and other supporting information that is relevant to the study but too large to include in the main text.

8. The eighth part of the document is a list of figures. These are visual representations of the data, such as line graphs, bar charts, and scatter plots, which help to clarify the results and make them easier to understand.

9. The ninth part of the document is a list of tables. These are organized tables of data that provide a clear and concise summary of the key findings of the study. Each table is accompanied by a brief description of its contents.

1 Stipulations of the Parties

2           The District and SCTA have stipulated to the following facts, or these facts are  
3 undisputed by the parties:  
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6           meaning of Section 3540.1(k) of the Educational Employment Relations Act.

7           2. The Sacramento City Teachers Association is a recognized employee organization within  
8           the meaning of Section 3540.1(d) of the Educational Employment Relations Act and has

- 1 Article 4 – Grievance Procedure
- 2 Article 6 – Evaluations
- 3 Article 7 – Assignments
- 4 Article 8 – Transfers
- 5 Article 9 – Leaves of Absence
- 6 Article 10 – Personnel Files
- 7 Article 11 – Safety Concerns
- 8 Article 13 – Employee Benefits
- 9 Article 26 – Duration (TA on language, years to be determined)

7 The parties also agreed to maintain the status quo on the following:

- 8 Article 14 – Personal and Academic Freedom
- 9 Article 16 – Liaison Committee
- 10 Article 19 – District Rights
- 11 Article 20 – Mentor Teacher
- 12 Article 21 – Organizational Security
- 13 Article 22 – Professional Growth
- 14 Article 23 – Classroom Teacher Instructional Improvement
- 15 Article 24 – Site-Based Decision Making
- 16 Article 25 – Succession Agreement

14 8. The parties proceeded to mediation on April 19, 2017 with the Presiding Mediator, Tom  
15 Ruiz. At that time, the mediator was unable to facilitate a settlement. On May 18, 2017,  
16 the mediator certified the parties for factfinding.

17 9. The factfinding Chairperson, Andrea Dooley, was notified of her assignment on or about  
18 July 17, 2017.

19 10. The parties agreed on a schedule, and did conduct the factfinding hearing with Ms. Dooley

1 information about the pupil population served in the District, general information about

2 Sacramento City review of the applicable statutes and the District's LCAP.

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

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[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

- 1 San Juan Unified School District
- 2 Stockton City Unified School District
- 3 Twin Rivers Joint Unified School District
- 4 Washington Unified School District
- 5 Woodland Joint Unified School District

6 The Association identified the following districts as comparable, because these districts

[REDACTED]

7 have an Average Daily Attendance rate of 30,000 students, similar to Sacramento City. These  
8 districts are:

- 9 Capistrano Unified School District
- 10 Corona-Norco Unified School District
- 11 El Cerrillo Unified School District

[REDACTED]

- 12 Fontana Unified School District
- 13 Fremont Unified School District
- 14 Fresno Unified School District
- 15 Garden Grove Unified School District
- 16 Irvine Unified School District
- 17 Long Beach Unified School District
- 18 Los Angeles Unified School District
- 19 Moreno Valley Unified School District

[REDACTED]



	District <sup>3</sup>	Max total
4		
	\$77,651	250,000
	250,000	250,000

2 close proximity to the District, and therefore it's reasonable to conclude that all four districts  
 3 draw from the same pool of eligible certificated employees.  
 4

5 CPI

1 Other Factors

2 The panel reviewed and considered all facts and proposals presented by the District and  
3 the SCTA.

4 **Recommendations**

5 After a review of the facts and arguments presented by both parties, the Chair

6 [REDACTED]

7 [REDACTED]

8 [REDACTED]

9 [REDACTED]

10 [REDACTED]

11 [REDACTED]

12 [REDACTED]

13 [REDACTED]

14 [REDACTED]

15 [REDACTED]

16 [REDACTED]

17 [REDACTED]

18 [REDACTED]

19 [REDACTED]

20 [REDACTED]

21 [REDACTED]

22 recommends the following<sup>4</sup>:

23 [REDACTED]

24 [REDACTED]

25 [REDACTED]

26 [REDACTED]

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e time will be structured in the

the department.

**Article 12 Compensation**

	<b>2016-17</b>	<b>2017-2018</b>	<b>2018-19</b>	<b>Other Comp</b>
<b>District Proposal</b>	2.5% retro to July 1, 2016	3.5% retro to July 1, 2017	2.5% contingent on state budget	Increase doctorate bonus to \$3000
<b>Association</b>	4% retro, plus	3.5% retro to	3.5% effective	
<b>Neutral Factfinder's Recommendation</b>	salary schedule None	3.5% retro to <u>July 1, 2017</u>		Increase doctorate bonus to \$3000

*The parties should endeavor to make a second 2.0% salary schedule adjustment in 2019-2020.*

~~Which the District's total compensation is competitive with other districts in the geographic~~

1 12 The District and SCTA agree to work together diligently to

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Department Chair Leads; School Psychologists.

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**Article 15 Substitutes**

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9 15.2 Fully credentialed d are  
responsible for lesson planning and other teacher duties, will be paid on the regular teachers'

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15.3 The District shall provide long term substitute sick leave consistent with AB 354.

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*The Chair recommends that the parties negotiate a health benefit stipend for long-term subst  
teachers. Due to the cost of health benefits in the District, an alternative method of providing*

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*compensation in lieu of full benefits could be negotiated in this or a future agreement.*

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15.14 By the fifteenth of every month, Human Resources Office will provide the Association with an itemized statement of dues deducted from substitute teachers' pay in the prior month, and shall remit the dues which were withheld to the Association.

*The parties may negotiate different language to achieve the Association's interest in accounting for substitute teachers' membership dues.*




1 adjudicate those matters, the panel strongly recommends that resolution of all pending disputes

2 ~~be included as part of any settlement~~

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### Conclusion

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5 It is the hope of the Chair that these recommendations will be used by the parties to  
6 negotiate a settlement to the current impasse.

7 Dated: November 1, 2017

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10 Andrea L. Dooley, Chair, Panel Member

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12 Concur  
13 Concur in part  
14 Dissent in part  
15 Dissent

Concur  
Concur in  
Dissent in part  
Dissent

16

17 Parham ct Panel Member

John Borsos, Union Panel Member

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STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD

ALHAMBRA CITY UNIFIED SCHOOL DISTRICT  
[REDACTED]

[REDACTED]

DISTRICT,

William Dosty

DISTRICT'S CONCURRENCE TO  
[REDACTED]

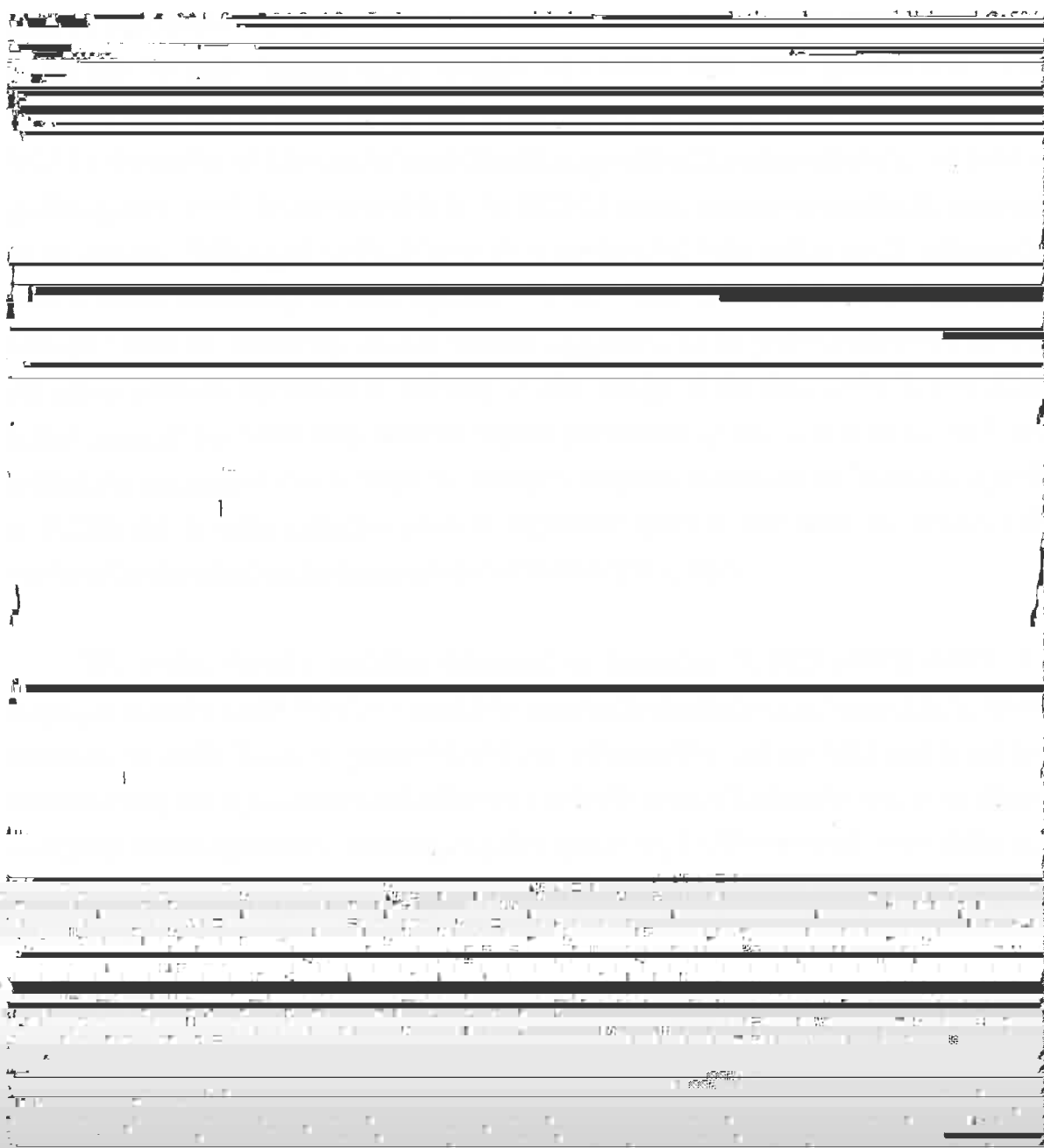
[REDACTED]

RECOMMENDED TERMS OF  
[REDACTED]

Factfinding Report and do not bind the District but are made in hope of resolving the current impasse.

**Article 12 Compensation**

I concur with the Arbitrator's rejection of SCTA's request for a 4% retroactive increase, plus an additional 4.5% to adjust the salary schedule, equaling a total of 8.5% for the 2016-17 school year. I agree with the Arbitrator's recommendation to award 0% for 2016-17, 3.5% for







**Article 17 Class Size**

I concur with the Arbitrator's recommendations to revise Articles 17.1.1, 17.1.2, and 17.1.5 regarding class size requirements in Kindergarten through grade 3

[REDACTED]

**Article 18 Organizational Rights**

I concur with the Arbitrator's recommendations regarding the Union's right to... [REDACTED]

M. D. [redacted] was appointed by SCTA and the District to serve as the neutral arbitrator in

  
Jack Panel

[Large redacted area]

Concur in whole

Concur

Concur

Concur in

whole

Dissent

November 1, 2017

*DISSENT of the Sacramento City Teachers Association (SCTA) to the Non-binding,*

*Advisory Recommendation from the Neutral Third Party in DEED Case No. CA IM 2446 E*

The neutral third party's non-binding, advisory recommendation is severely flawed and following its recommendations would be a disservice to the 40,000 students of the Sacramento City Unified

DEED Case No. CA IM 2446 E

1. A failure to understand basic facts prior to making a recommendation. For example, the report recommends a phase in of class size reduction to 24 to 1 in grades Kindergarten through 3rd over the next two to three years, including years beyond the scope of this proceeding (i.e., 2019-2020, and 2020-21). The author of the report is obviously unaware that current class sizes in grades K through 3 are already at 24 to 1.



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11-2-17