

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

March 28, 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:

This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

~~1~~1.5% One-time Stipend (District cost of \$2,440,232) for 2019-2020: In addition, every full-time employee employed in the District as of the date of the final approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of ~~1~~1.5% of their base 2019-2020 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

~~1~~1.5% One-time Stipend (District cost of \$2,470,694) for 2020-2021: In addition, every full-time employee employed in the District as of the date of the final approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of ~~1~~1.5% of their base 2020-2021 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

2% Ongoing Salary Increase (District cost of \$5,256,657): The salary schedule will be increased as follows based on health benefit savings.

19-20 See above one-time stipend
20-21 See above one-time stipend
21-22 2% ongoing across the board

\$3,000 Signing Bonus: Any new employee hired into a certificated position in the SCTA bargaining unit for the 2022-2023 school year and on or before September 15, 2022, will be eligible for a \$3,000 signing bonus. In order to receive the signing bonus, the employee must provide service to the District for the entire 2022-2023 school year and the stipend will be paid on or before July 30, 2023.

c. **Article 13 Employee Benefits**

100% Fully Paid Benefits in the Current Kaiser Plan at all levels (employee, two-party, and family): District contribution at 100% of the Kaiser Plan rate at all levels commencing July 1, 2022.

\$250/month Cash-in-Lieu of Health Benefits: Cash in lieu in an amount of \$250 per month for employees who provide proof of other health benefit coverage.

Stipend for Employees Currently Enrolled in HealthNet: Commencing July 1, 2022 and for the 2022-2023 school year only, the District will provide a stipend

