



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.1

Meeting Date: September 7, 2023

Subject: Public Hearing: AB 1200 Public Disclosure and Approval of MOU
between SCUSD and the Sacramento Teachers Association

- 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 SCTA for the 2022-23 year.

Background/Rationale: The parties' agreement is effective beginning July 1, 2022 and includes the following compensation items:

- A 10% salary schedule increase for all SCTA employees retroactive to July 1, 2022
- An additional 6% salary schedule increase retroactive to July 1, 2022 for specific special education job classifications outlined within the MOU
- Increase of the step 2 long term daily substitute rate to \$355 per day, beginning on the 2nd day of assignment

The attached agreement closes all negotiations for the period from July 1, 2022 to June 30, 2023. Additionally, the agreement closes negotiations for the period of July 1, 2023 through June 30, 2025 except for reopeners on the following items:

- a. Article 12 - Compensation, including salaries for the 2023-2024 and 2024-2025 school years
- b. Article 17 - Class Size
- c. Article 8 - Transfers

Financial Considerations: Retroactive costs for all funds for the 2022-23 year of approximately \$37.4M, ongoing costs of \$37.4M in 2023-24, \$38.5M in 2024-25 and \$38.5M in 2025-26.

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

Documents Attached:

- Public Hearing Notice
- AB 1200 Disclosure
- MOU between SCUSD and SCTA

<p>Estimated Time of Presentation: 5 Minutes Submitted by: Jesse Castillo, Assistant Superintendent of Business Services Approved by: Lisa Allen, Interim Superintendent</p>

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement in Accordance with AB 1200

NOTICE OF PUBLIC HEARING

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

Topic of Hearing:

Public Disclosure of Proposed Collective Bargaining Agreement in Accordance with AB 1200;
Agreement between Sacramento City Unified School District and Sacramento City Teachers
Association

Copies of this program may be inspected at:

Serna Educational Center
5735 47th Avenue
Sacramento, CA 95824
or online at <https://www.scusd.edu/boe090723>

HEARING DATE: Thursday, September 7, 2023

TIME: 6:30 p.m.

LOCATION: Serna Educational Center
5735 47th Avenue
Sacramento, CA 95824

FOR ADDITIONAL INFORMATION CONTACT: SCUSD Business Services (916) 643-9055

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Sacramento City Unified School District
Name of Bargaining Unit:	Sacramento City Teacher's Association
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: **July 1, 2022** and ending: **June 30, 2023**
 (date) (date)

The Governing Board will act upon this agreement on: **September 7, 2023**
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2023-24	2024-25	2025-26
1. Salary Schedule Including Step and Column	\$ 238,362,685	\$ 60,963,398	\$ 31,383,261	\$ 31,383,261
		25.58%	10.48%	9.49%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -	\$ -	\$ -
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 69,909,727	\$ 13,810,182	\$ 7,104,336	\$ 7,104,336
		19.75%	8.49%	7.82%
4. Health/Welfare Plans	\$ 58,751,951	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 367,024,363	\$ 74,773,580	\$ 38,487,597	\$ 38,487,597
		20.37%	8.71%	8.01%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	2,426.77			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 151,240	\$ 30,812	\$ 15,860	\$ 15,860
		20.37%	8.71%	8.01%

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

The negotiated percentage is 10% ongoing for all SCTA unit members, an additional 6% for selected special education job classes, and an increase to the substitute rate of \$355 per day beginning with the 2nd day of service.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

NA

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Impact of changes include reductions in categorical program books, supplies and operating expenses to offset the increased cost of salaries and benefits. Additional reductions are to be identified in future financial reports.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

NA

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

NA

F. Source of Funding for Proposed Agreement:

1. Current Year

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

NA

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: Sacramento City Teacher's Association

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 500,346,764		\$ -	\$ 500,346,764
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 12,144,270		\$ -	\$ 12,144,270
Other Local Revenue	8600-8799	\$ 4,151,175		\$ -	\$ 4,151,175
TOTAL REVENUES		\$ 516,642,209		\$ -	\$ 516,642,209
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 178,470,006	\$ 40,084,215	\$ -	\$ 218,554,221
Classified Salaries	2000-2999	\$ 42,958,364		\$ -	\$ 42,958,364
Employee Benefits	3000-3999	\$ 131,105,927	\$ 8,932,501	\$ -	\$ 140,038,428
Books and Supplies	4000-4999	\$ 13,462,782		\$ (5,000,000)	\$ 8,462,782
Services and Other Operating Expenditures	5000-5999	\$ 27,570,886		\$ -	\$ 27,570,886
Capital Outlay	6000-6999	\$ 49,259		\$ -	\$ 49,259
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,510,300		\$ -	\$ 1,510,300
Transfers of Indirect Costs	7300-7399	\$ (7,894,319)		\$ -	\$ (7,894,319)
TOTAL EXPENDITURES		\$ 387,233,206	\$ 49,016,716	\$ (5,000,000)	\$ 431,249,922
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 2,475,399	\$ -	\$ (1,136,152)	\$ 1,339,247
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (104,925,543)	\$ (15,659,827)		\$ (120,585,370)
OPERATING SURPLUS (DEFICIT)*		\$ 26,958,859	\$ (64,676,543)	\$ 3,863,848	\$ (33,853,836)
BEGINNING FUND BALANCE					
	9791	\$ 104,878,377			\$ 104,878,377
Audit Adjustments/Other Restatements	9793/9795				\$ -
ENDING FUND BALANCE		\$ 131,837,236	\$ (64,676,543)	\$ 3,863,848	\$ 71,024,541
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740				
Committed	9750-9760	\$ 85,832,540	\$ (85,832,540)	\$ -	\$ -
Assigned	9780	\$ 2,260,058	\$ (2,260,058)	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 13,952,230	\$ 1,316,254	\$ -	\$ 15,268,484
Unassigned/Unappropriated Amount	9790	\$ 29,467,408	\$ 22,099,801	\$ 3,863,848	\$ 55,431,057

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit: Sacramento City Teacher's Association

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 2,478,216		\$ -	\$ 2,478,216
Federal Revenue	8100-8299	\$ 99,571,861		\$ -	\$ 99,571,861
Other State Revenue	8300-8599	\$ 100,096,650		\$ -	\$ 100,096,650
Other Local Revenue	8600-8799	\$ 2,032,950		\$ -	\$ 2,032,950
TOTAL REVENUES		\$ 204,179,676		\$ -	\$ 204,179,676
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 70,896,488	\$ 18,212,583	\$ -	\$ 89,109,071
Classified Salaries	2000-2999	\$ 34,523,944		\$ -	\$ 34,523,944
Employee Benefits	3000-3999	\$ 89,940,805	\$ 4,254,391	\$ -	\$ 94,195,196
Books and Supplies	4000-4999	\$ 25,690,583		\$ 1,596,427	\$ 27,287,009
Services and Other Operating Expenditures	5000-5999	\$ 84,288,412		\$ (3,403,574)	\$ 80,884,838
Capital Outlay	6000-6999	\$ 896,918		\$ -	\$ 896,918
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 6,616,549		\$ -	\$ 6,616,549
TOTAL EXPENDITURES		\$ 312,853,698	\$ 22,466,974	\$ (1,807,147)	\$ 333,513,525
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 104,925,543	\$ 15,659,827	\$ -	\$ 120,585,370
OPERATING SURPLUS (DEFICIT)*		\$ (3,748,479)	\$ (6,807,147)	\$ 1,807,147	\$ (8,748,479)
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 81,003,598	\$ (6,807,147)	\$ 1,807,147	\$ 76,003,598
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 81,003,598	\$ -	\$ (5,000,000)	\$ 76,003,598
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (6,807,147)	\$ 6,807,147	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

Sacramento City Teacher's Association

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
LCFF Revenue	8010-8099	\$ 502,824,980		\$ -	\$ 502,824,980
Federal Revenue	8100-8299	\$ 99,571,861		\$ -	\$ 99,571,861
Other State Revenue	8300-8599	\$ 112,240,920		\$ -	\$ 112,240,920
Other Local Revenue	8600-8799	\$ 6,184,125		\$ -	\$ 6,184,125
TOTAL REVENUES		\$ 720,821,885		\$ -	\$ 720,821,885
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 249,366,493	\$ 58,296,798	\$ -	\$ 307,663,291
Classified Salaries	2000-2999	\$ 77,482,308	\$ -	\$ -	\$ 77,482,308
Employee Benefits	3000-3999	\$ 221,046,732	\$ 13,186,892	\$ -	\$ 234,233,624
Books and Supplies	4000-4999	\$ 39,153,365		\$ (3,403,574)	\$ 35,749,791
Services and Other Operating Expenditures	5000-5999	\$ 111,859,298		\$ (3,403,574)	\$ 108,455,725
Capital Outlay	6000-6999	\$ 946,177		\$ -	\$ 946,177
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,510,300		\$ -	\$ 1,510,300
Transfers of Indirect Costs	7300-7399	\$ (1,277,770)		\$ -	\$ (1,277,770)
TOTAL EXPENDITURES		\$ 700,086,904	\$ 71,483,690	\$ (6,807,147)	\$ 764,763,447
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ 2,475,399	\$ -	\$ (1,136,152)	\$ 1,339,247
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 23,210,381	\$ (71,483,690)	\$ 5,670,995	\$ (42,602,314)
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9791 9793/9795	\$ 189,630,454 \$ -			\$ 189,630,454 \$ -
ENDING FUND BALANCE		\$ 212,840,835	\$ (71,483,690)	\$ 5,670,995	\$ 147,028,140
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740	\$ 81,003,598	\$ -	\$ (5,000,000)	\$ 76,003,598
Committed	9750-9760	\$ 85,832,540	\$ (85,832,540)	\$ -	\$ -
Assigned	9780	\$ 2,260,058	\$ (2,260,058)	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 13,952,230	\$ 1,316,254	\$ -	\$ 15,268,484
Unassigned/Unappropriated Amount	9790	\$ 29,467,408	\$ 15,292,654	\$ 10,670,995	\$ 55,431,057

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 11 - Adult Education Fund

Bargaining Unit:

Sacramento City Teacher's Association

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 3/17/2022)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ 708,560		\$ -	\$ 708,560
Other State Revenue	8300-8599	\$ 1,962,393		\$ -	\$ 1,962,393
Other Local Revenue	8600-8799	\$ 2,992,564		\$ -	\$ 2,992,564
TOTAL REVENUES		\$ 5,663,517		\$ -	\$ 5,663,517
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 1,620,273	\$ 268,040	\$ -	\$ 1,888,313
Classified Salaries	2000-2999	\$ 1,284,225	\$ -	\$ -	\$ 1,284,225
Employee Benefits	3000-3999	\$ 2,175,373	\$ 62,170	\$ -	\$ 2,237,543
Books and Supplies	4000-4999	\$ 42,000		\$ -	\$ 42,000
Services and Other Operating Expenditures	5000-5999	\$ 484,801		\$ -	\$ 484,801
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 56,844		\$ -	\$ 56,844
TOTAL EXPENDITURES		\$ 5,663,517	\$ 330,210	\$ -	\$ 5,993,727
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (0)	\$ (330,210)	\$ -	\$ (330,210)
BEGINNING FUND BALANCE					
Audit Adjustments/Other Restatements	9791 9793/9795	\$ 1,263,390			\$ 1,263,390
ENDING FUND BALANCE		\$ 1,263,390	\$ (330,210)	\$ -	\$ 933,180
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ -	\$ -	\$ -	\$ -
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 1,263,390	\$ (330,210)	\$ -	\$ 933,180

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit:

Sacramento City Teacher's Association

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ 6,461,521		\$ -	\$ 6,461,521
Other State Revenue	8300-8599	\$ 8,273,810		\$ -	\$ 8,273,810
Other Local Revenue	8600-8799	\$ 526,850		\$ 1,136,152	\$ 1,663,002
TOTAL REVENUES		\$ 15,262,182		\$ 1,136,152	\$ 16,398,334
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 5,025,313	\$ 908,368	\$ -	\$ 5,933,681
Classified Salaries	2000-2999	\$ 2,820,853	\$ -	\$ -	\$ 2,820,853
Employee Benefits	3000-3999	\$ 6,468,274	\$ 227,784	\$ -	\$ 6,696,058
Books and Supplies	4000-4999	\$ 329,288		\$ -	\$ 329,288
Services and Other Operating Expenditures	5000-5999	\$ 137,527		\$ -	\$ 137,527
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 480,926		\$ -	\$ 480,926
TOTAL EXPENDITURES		\$ 15,262,182	\$ 1,136,152	\$ -	\$ 16,398,334
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 0	\$ (1,136,152)	\$ 1,136,152	\$ 0
BEGINNING FUND BALANCE					
	9791	\$ 315,697			\$ 315,697
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 315,697	\$ (1,136,152)	\$ 1,136,152	\$ 315,697
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 125,045	\$ -	\$ -	\$ 125,045
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 190,651	\$ -	\$ -	\$ 190,651
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ 0	\$ (1,136,152)	\$ 1,136,152	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Charter Fund 09**
Bargaining Unit: **Sacramento City Teacher's Association**

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (8/13/22)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ 406,837		\$ -	\$ 406,837
Other State Revenue	8300-8599	\$ 20,287,184		\$ -	\$ 20,287,184
Other Local Revenue	8600-8799	\$ -		\$ -	\$ -
TOTAL REVENUES		\$ 20,694,021		\$ -	\$ 20,694,021
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 8,216,210	\$ 1,490,190	\$ -	\$ 9,706,400
Classified Salaries	2000-2999	\$ 1,190,875	\$ -	\$ -	\$ 1,190,875
Employee Benefits	3000-3999	\$ 5,788,535	\$ 333,334	\$ -	\$ 6,121,869
Books and Supplies	4000-4999	\$ 1,228,739		\$ -	\$ 1,228,739
Services and Other Operating Expenditures	5000-5999	\$ 1,848,232		\$ -	\$ 1,848,232
Capital Outlay	6000-6999	\$ 169,979		\$ -	\$ 169,979
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 18,442,570	\$ 1,823,524	\$ -	\$ 20,266,094
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 2,475,399	\$ -	\$ -	\$ 2,475,399
OPERATING SURPLUS (DEFICIT)*		\$ (223,948)	\$ (1,823,524)	\$ -	\$ (2,047,472)
BEGINNING FUND BALANCE					
	9791	\$ 10,387,637			\$ 10,387,637
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 10,163,689	\$ (1,823,524)	\$ -	\$ 8,340,165
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 3,757,425	\$ -	\$ -	\$ 3,757,425
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 6,406,265		\$ (1,823,524)	\$ 4,582,741
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (1,823,524)	\$ 1,823,524	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (5,000,000)	One time adjustment to shift textbook adoption from unrestricted to restric
Other Financing Sources/Uses	\$ (1,136,152)	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (1,807,147)	Reduction to restricted expenditures in supplies/services to offset increase
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ 1,136,152	Estimated contribution from general fund
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: Sacramento City Teacher's Association

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 500,346,764	\$ 501,052,464	\$ 504,787,435
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 12,144,270	\$ 12,144,270	\$ 12,144,270
Other Local Revenue 8600-8799	\$ 4,151,175	\$ 4,151,175	\$ 4,151,175
TOTAL REVENUES	\$ 516,642,209	\$ 517,347,909	\$ 521,082,880
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 218,554,221	\$ 199,873,046	\$ 201,876,191
Classified Salaries 2000-2999	\$ 42,958,364	\$ 44,263,437	\$ 44,573,281
Employee Benefits 3000-3999	\$ 140,038,428	\$ 142,191,165	\$ 148,650,071
Books and Supplies 4000-4999	\$ 8,462,782	\$ 9,204,594	\$ 9,365,541
Services and Other Operating Expenditures 5000-5999	\$ 27,570,886	\$ 26,936,886	\$ 27,097,833
Capital Outlay 6000-6999	\$ 49,259	\$ 49,259	\$ 49,259
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,510,300	\$ 1,510,300	\$ 1,510,300
Transfers of Indirect Costs 7300-7399	\$ (7,894,319)	\$ (7,701,158)	\$ (7,623,461)
Other Adjustments			
TOTAL EXPENDITURES	\$ 431,249,922	\$ 416,327,530	\$ 425,499,016
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,339,247	\$ 2,475,399	\$ 2,475,399
Transfers Out and Other Uses 7600-7699	\$ -		
Contributions 8980-8999	\$ (120,585,370)	\$ (121,812,404)	\$ (130,237,955)
OPERATING SURPLUS (DEFICIT)*	\$ (33,853,836)	\$ (18,316,626)	\$ (32,178,692)
BEGINNING FUND BALANCE			
9791	\$ 104,878,377	\$ 71,024,541	\$ 52,707,916
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 71,024,541	\$ 52,707,916	\$ 20,529,224
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 15,268,484	\$ 14,290,241	\$ 14,416,450
Unassigned/Unappropriated Amount 9790	\$ 55,431,057	\$ 38,092,674	\$ 5,787,774

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: Sacramento City Teacher's Association

	Object Code	2023-24	2024-25	2025-26
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216
Federal Revenue	8100-8299	\$ 99,571,861	\$ 39,089,508	\$ 39,089,508
Other State Revenue	8300-8599	\$ 100,096,650	\$ 99,371,792	\$ 99,371,792
Other Local Revenue	8600-8799	\$ 2,032,950	\$ 2,032,950	\$ 2,032,950
TOTAL REVENUES		\$ 204,179,676	\$ 142,972,466	\$ 142,972,466
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 89,109,071	\$ 88,546,814	\$ 82,718,128
Classified Salaries	2000-2999	\$ 34,523,944	\$ 31,543,654	\$ 32,482,630
Employee Benefits	3000-3999	\$ 94,195,196	\$ 85,597,598	\$ 87,137,042
Books and Supplies	4000-4999	\$ 27,287,009	\$ 13,866,794	\$ 13,993,126
Services and Other Operating Expenditures	5000-5999	\$ 80,884,838	\$ 75,726,302	\$ 78,124,583
Capital Outlay	6000-6999	\$ 896,918	\$ 896,918	\$ 896,918
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 6,616,549	\$ 6,423,388	\$ 6,345,691
Other Adjustments			\$ (1,941,527)	\$ (3,899,225)
TOTAL EXPENDITURES		\$ 333,513,525	\$ 300,659,940	\$ 297,798,893
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 120,585,370	\$ 121,812,404	\$ 130,237,955
OPERATING SURPLUS (DEFICIT)*		\$ (8,748,479)	\$ (35,875,070)	\$ (24,588,471)
BEGINNING FUND BALANCE				
	9791	\$ 84,752,077	\$ 76,003,598	\$ 40,128,528
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 76,003,598	\$ 40,128,528	\$ 15,540,057
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 76,003,598	\$ 40,128,528	\$ 15,540,057
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: Sacramento City Teacher's Association

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 502,824,980	\$ 503,530,680	\$ 507,265,651
Federal Revenue 8100-8299	\$ 99,571,861	\$ 39,089,508	\$ 39,089,508
Other State Revenue 8300-8599	\$ 112,240,920	\$ 111,516,062	\$ 111,516,062
Other Local Revenue 8600-8799	\$ 6,184,125	\$ 6,184,125	\$ 6,184,125
TOTAL REVENUES	\$ 720,821,885	\$ 660,320,376	\$ 664,055,347
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 307,663,291	\$ 288,419,860	\$ 284,594,319
Classified Salaries 2000-2999	\$ 77,482,308	\$ 75,807,091	\$ 77,055,911
Employee Benefits 3000-3999	\$ 234,233,624	\$ 227,788,763	\$ 235,787,113
Books and Supplies 4000-4999	\$ 35,749,791	\$ 23,071,389	\$ 23,358,667
Services and Other Operating Expenditures 5000-5999	\$ 108,455,725	\$ 102,663,188	\$ 105,222,416
Capital Outlay 6000-6999	\$ 946,177	\$ 946,177	\$ 946,177
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,510,300	\$ 1,510,300	\$ 1,510,300
Transfers of Indirect Costs 7300-7399	\$ (1,277,770)	\$ (1,277,770)	\$ (1,277,770)
Other Adjustments		\$ (1,941,527)	\$ (3,899,225)
TOTAL EXPENDITURES	\$ 764,763,447	\$ 716,987,470	\$ 723,297,908
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,339,247	\$ 2,475,399	\$ 2,475,399
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (42,602,314)	\$ (54,191,696)	\$ (56,767,163)
BEGINNING FUND BALANCE			
9791	\$ 189,630,454	\$ 147,028,140	\$ 92,836,444
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 147,028,140	\$ 92,836,444	\$ 36,069,281
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740	\$ 76,003,598	\$ 40,128,528	\$ 15,540,057
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 15,268,484	\$ 14,290,241	\$ 14,416,450
Unassigned/Unappropriated Amount 9790	\$ 55,431,057	\$ 38,092,674	\$ 5,787,774

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2023-24	2024-25	2025-26
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 764,763,447	\$ 716,987,470	\$ 723,297,908
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 764,763,447	\$ 716,987,470	\$ 723,297,908
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 15,295,269	\$ 14,339,749	\$ 14,465,958

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 15,268,484	\$ 14,290,241	\$ 14,416,450
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 55,431,057	\$ 38,092,674	\$ 5,787,774
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 70,699,541	\$ 52,382,916	\$ 20,204,224
f.	Reserve for Economic Uncertainties Percentage	9.24%	7.31%	2.79%

3. Do unrestricted reserves meet the state minimum reserve amount?

2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 74,773,580
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (71,483,690)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (330,210)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (1,136,152)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (1,823,524)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (74,773,576)

Variance \$ 4

Variance Explanation:

Variance due to rounding.

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ 23,210,381	3.3%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (42,602,314)	(5.6%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (54,191,696)	(7.6%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (56,767,163)	(7.8%)	

Deficit Reduction Plan (as necessary):

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ (1,941,527)	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ (3,899,225)	

Sacramento City Unified School District
Public Disclosure of Proposed Collective Bargaining Agreement

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Sacramento City Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2022 to June 30, 2023.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ 67,966,429
Ending Balance(s) Increase/(Decrease)	\$ (67,966,429)

Subsequent Years

Budget Adjustment Categories:

	Budget Adjustment Increase/(Decrease)
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ -
Ending Balance(s) Increase/(Decrease)	\$ -

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

District Superintendent (Signature)	Date
---	-------------

I hereby certify I am unable to certify

Chief Business Official (Signature)	Date
---	-------------

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Sacramento City Unified School District

District Name

**District Superintendent
(Signature)**

Date

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on September 7th, 2023, took action to approve the proposed agreement with the Sacramento City Teacher's Association

**President (or Clerk), Governing Board
(Signature)**

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement

By & Between

The Sacramento City Unified School District
&
The Sacramento City Teachers Association
August 29, 2023

To re-establish a more cooperative, constructive approach to labor relations, the Sacramento City Unified School District (SCUSD) and the Sacramento City Teachers Association (SCTA) hereby agree as follows:

1. **Extension of Contract:** The Collective Bargaining Agreement will be extended through June 30, 2025, except as noted Paragraph 5 (Completion of Negotiations/Reopeners).
2. **Recruitment and Retention of Staff:** To immediately address the recruitment and retention of certificated staff in SCUSD, the parties agree to a ten percent (10%) across-the-board salary increase for all certificated employees represented by SCTA, which will be added to salary schedules, effective retroactive to July 1, 2022.
3. **Additional Adjustment to Salary Schedules for Difficult to Fill Positions:** The salary schedules for the following job classifications shall be increased by an additional six percent (6%) effective retroactive to July 1, 2022;
 - special-education-credentialed unit members working in a special education position, including but not limited to: a) language speech and hearing specialists; b) resource teachers; c) special day class teachers d) program specialists
 - education audiologist,
 - assistive technology training specialists
 - school nurses
 - clinician, psychologist/social worker
 - social workers
 - school psychologists
 - lead school nurses
4. **Improved Substitute Pay:** Effective on July 1, 2022, the rates for day-to-day substitutes will be as follows, as reflected in the revised Section 12.2.2.1 and 12.2.2.2:
 - a. 12.2.2.1: One hundred fifty-four dollars and thirty-four cents (\$154.34) for each full day of substitute service up to and including the first (1st) day of assignment. This is the rate that will be deducted from an employee's salary when they are absent and using differential leave, except when the differential leave is for parental leave

SCTA/SCUSD Tentative Agreement

purposes in which case the employee will be paid not less than 50% of their salary of their salary or other rate as required by law.

- b. 12.2.2.2 [\$355 matched to closest current daily rate after July 1, 2022 retro pay is added to the K-12 and other salary schedules, or long-term rate whichever is higher] for each full day of assignment after the second (2nd) day of assignment.


5. **Completion of Negotiations/Reopener Process:** The parties agree that this Agreement closes all negotiations for the period July 1, 2022 through June 30, 2023. The parties further agree that this Agreement closes negotiations for the period of July 1, 2023 through June 30, 2025, except for reopeners on the following items:

- a. Article 12 Compensation, including salaries for the 2023-2024 and 2024-2025 school years
- b. Article 17 Class Size
- c. Article 8 Transfers

Other items will only be introduced into the negotiations by mutual agreement.

- 6. The parties will make every reasonable effort to reach an agreement on the reopener items by no later than November 15, 2023.
- 7. This interim agreement will be implemented upon approval by both parties.
- 8. The District agrees that retroactive payments will be received by no later than sixty (60) days after approval by both parties. Due to the complexity of calculating retroactivity for substitutes, the District agrees that retroactive payments for substitutes only will be received no later than up to ninety (90) days after approval by both parties. The District agrees to provide an update every thirty (30) days of its progress on providing retroactive payments.

For SCTA

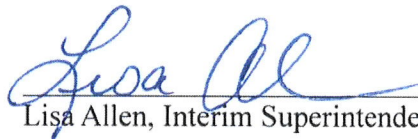


Nikki Milevsky, President

8/30/23

Date

For SCUSD



Lisa Allen, Interim Superintendent

8/30/23

Date