

Tentative Agreement
Between
Classified Supervisors Association
And
Sacramento City Unified School District

This Agreement is made and entered into October 2, 2014 between Sacramento City Unified School District ("District") and the Classified Supervisors Association ("CSA"), collectively referred to herein as the "parties."

1. Except as expressly provided herein, the current collective bargaining agreement between the parties ("CBA"), including all terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Tentative Agreement, shall be continued without modification through June 30, 2017.
2. Except as otherwise provided herein, the terms of the collective bargaining agreement between the District and CSA shall be closed for the 2014-2015, 2015-2016 and 2016-2017 school years.

Article 6 – Compensation

3. The parties agree to create a new Section 6.1.2 to read as follows:
 - a. For the 2014-2015 school year, the CSA salary schedule(s) will increase by two percent (2%) effective July 1, 2014.
 - b. For the 2015-2016 school year, the CSA salary schedule(s) will increase by one percent (1%).

4. The parties agree to revise Section 6.3.1 to read as follows:

Employees shall receive longevity pay based on the following continuous years of service:

- a. Effective July 1, 2014, an annual stipend of \$792.00 shall be provided after completion of 10, 16, 19, 22, and 25 years of credited services.

Article 7 –Fringe Benefits

5. The parties agree to create a new Section 7.3.4 to read as follows:

During the 2013-2014 school year, the District initiated a bidding process for the purpose of providing all eligible employees with affordable, appropriate value, health care coverage. The District agrees to hold CSA members harmless, ensuring that their co-pays and/or other out of pocket

expenses, related to any changes in health care providers, will not increase until on or after December 31, 2015. The District and CSA shall reopen negotiations regarding health insurance coverage in sufficient time to ensure an orderly open enrollment process for the 2016 calendar year.

6. The parties agree to revise Section 7.1.1 to read as follows:
 - a. The Benefits Committee shall study all matters related to fringe benefits coverage and make recommendations regarding feasibility and cost efficiency. Special emphasis shall be given to the future plan design of health care coverage offered to all employees of the District in light of requirements established for employers and individuals as a result of the Affordable Care Act and/or other applicable law and the need to control benefit cost. The Board shall provide all eligible employees with a choice of health plans, one of which must be the Kaiser Plan.
 - b. Effective the date of this executed tentative agreement, the District's contribution toward the cost of unit members' health benefits shall be increased from 50% to 75% of the cost of the Kaiser HMO Employee Only Plan. Unit members must be enrolled in one of the District's health plans offered by the District to receive this contribution.
 - c. Effective the date of this executed tentative agreement, the District's contribution toward the cost of unit members' Vision and Dental shall be 100% of the plan selected by the District, at the Employee Only rate.

Article 9 - Assignments

7. The parties agree to create a new Section 9.9.4 to read as follows:

For the 2014-2015 school year and thereafter, the required days of service shall increase by two (2) service days. This increase in service days shall reflect the restoration of two (2) furlough days, to be included on the 2014-2015, 2015-2016 and 2016-2017 calendar.

- a. Ten (10) month employees shall be designated to return from summer break seven (7) days before the first day of instruction and work two (2) days after instruction.
- b. Twelve (12) month employees shall work the two (2) days during Thanksgiving Break or request for prior approval of appropriate time off.

Article 10 – Holidays

8. The parties agree to amend the existing language outlined in Sections 10.1.2.2 and 10.2.4 (b) (c):
 - a. Section 10.1.2.2: All probationary and permanent employees are entitled to the winter and spring recess holidays, provided they are normally required to serve during the winter and spring recess periods and they are in a paid status during any portion of the working day immediately preceding or succeeding the holidays. For purposes of determining eligibility for the two (2) days during spring vacation, if the employee is in a paid status immediately preceding and succeeding the spring vacation period, the employee will be considered as being eligible for those holidays.
 - b. Section 10.2.4 (b) Holidays--Board Granted: Winter vacation.
 - c. Section 10.2.4 (c) Holidays--Board Granted: Two (2) days during spring vacation.
9. The parties agree to revise Section 10.3.1 to read as follows:
 - a. Effective the 2014-2015 school year, a Calendar Committee shall be established. The committee shall be made up of appointees from CSA and the District. The primary purpose of this committee shall be to explore the possibility of adjusting the start and end dates of the school year beginning with the 2015-2016, 2016-2017, and 2017-18 school years. The committee will review the District's academic calendar, as well as the laws and regulations governing instructional minutes, and make recommendations to the District and CSA for changes, if needed.

Article 11 – Vacations

10. The parties agree to amend the existing language outlined in Sections 11.2.2, 11.2.3 and 11.4.4 as follows:
 - a. Section 11.2.2: Upon separation from service, the employee shall be entitled to lump-sum compensation for all earned and unused vacation.
 - b. Section 11.2.3: Employees with accumulated vacation shall be allowed to cash out up to ten (10) days each year. Employees desiring to cash out vacation may do so by providing written notification to the Payroll Department. Requests received by Payroll by October 1 will be

reimbursed by November 30 and requests received by Payroll by May 1 will be reimbursed by June 30.

- c. Section 11.4.4: Earned vacation is to be taken within twelve (12) months following earning except that a maximum of ten (10) days may be accumulated beyond that period. After the completion of five (5) years of District service, twelve (12) days may be accumulated.

Article 12 – Leaves

11. The parties agree to revise Section 12.6 “Emergency Leave” to read as follows:

- a. A maximum absence of three (3) days with full pay during any one (1) school year shall be authorized for the sudden and unexpected illness or injury requiring the presence of the permanent or probationary employee for emergency care or attendance of an ill or injured member of the immediate family. Each instance of emergency leave may be for one (1), two (2) or three (3) days up to a maximum of three (3) days per school year.

Change in District’s Current Business Information System

12. The parties acknowledge that the District may replace its current business information system, “ESCAPE”, during the term of this Agreement. A transition from the current ESCAPE business information system to a new business information system may require the District to change certain business practices or may provide the District opportunities to reduce costs and improve the efficiency of current business practices. In the event that such changes become foreseeable, the District and CSA agree to meet and bargain regarding any effects its implementation may have on the parties’ Collective Bargaining Agreement or unit members’ salaries or working conditions.

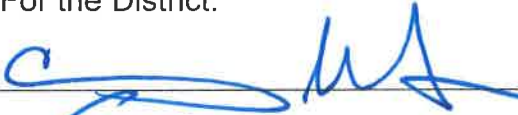



Contract Management

13. The District and CSA have a mutual interest in maintaining an accurate and updated record of the agreements between the parties. Accordingly, the District and CSA shall meet upon the commencement of the 2014-2015 school year for the limited purpose of discussing whether any existing agreements between the parties, including but not limited to all known memoranda of understanding, side letters of agreements, and tentative agreements are still effective and unexpired. Upon completion of this comprehensive review, the parties agree to work together in order to consolidate any ratified, unexpired and effective agreements between the






parties and incorporate them into the Appendix of the collective bargaining agreement between the District and CSA.

14. This tentative agreement shall not be effective until and unless it has been ratified by CSA and approved by the District's Board of Education. The CSA and District bargaining team acknowledge that by their signatures below they are entering into a good faith commitment to support this Agreement and take whatever actions are necessary to obtain the approval of the parties they represent.


For the District:

For CSA:

Date: ~~September 30, 2014~~

October 2nd, 2014


Date: ~~September 30, 2014~~

October 2nd, 2014 