

SCTA Proposal to SCUSD
May 12, 2021

SCTA is currently revising the language of Article 12, compensation and will be submitting its full proposal on Article 12 at a subsequent bargaining session.

Across-the-Board Salary Increases

In addition, to the specific changes to Article 12, SCTA makes the following proposal related to compensation:

Effective July 1, 2019: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

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Effective July 1, 2021: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2022: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2023: All bargaining unit employees and all salary scheduled will be increased by 3.5% across-the-board.

These increases are the same as the increase to salary increases authorized by the Sacramento City Unified School Board for the SCUSD Superintendent. If the Superintendent receives an increase in compensation that exceeds the across-the-board increases set forth above, bargaining unit employees will receive an equivalent increase to their pay and increase to bargaining unit salary schedules.

Recruitment and Retention of Language, Speech and Hearing Specialist

For several years, SCUSD has been unable to recruit and retain an adequate number of language, speech and hearing specialists and has relied on Non-Public Agency contractors to fill approximately 50% of the language, speech and hearing specialists. The District has further agreed it will not subcontract out bargaining unit work.

Accordingly, SCTA proposes that in order to recruit and retain language, speech and hearing specialists, the District will pay create a new salary schedule for that classification that is 25% higher than the K-12 salary schedule. This increase will be effective July 1, 2020.

Substitutes

In compliance with the Governor's Executive Order (N-26-20), and consistent with Governor Newsom's "Framework for Labor-Management Collaboration" (April 1, 2020) which states the District should "continue to pay employees" including "temporary, hourly, exempt and non-exempt, as well as probationary employees [the School District] determine they would otherwise have been paid during this period of closure," the District make day-to-day substitutes whole for the losses to their income in the spring of 2020.

Effective on March 13, 2020 and continuing for every instructional day that schools were closed for the remainder of the 2019-20 school year, substitutes will be paid according to the following formula, plus an additional ten percent (10%) in interest on the unpaid wages:

The number of instructional days worked by a substitute from January 6, 2020 to March 12, 2020 (x days) divided by the total number of instructional days from January 6, 2020 to March 12, 2020 (45 days) multiplied by \$221.99 (the daily rate in effect in spring 2020).

To give three examples:

A substitute who worked every day from January 6, 2020 to March 12, 2020 would be paid: $45/45 = 1 \times 221.99 = \221.99 per day.

A substitute who worked 40 days from January 6, 2020 to March 12, 2020 would be paid: $40/45 = 88.9\% \times \$221.99 = \197.32 per day.

A substitute who worked 25 days from January 6, 2020 to March 12, 2020 would be paid: $25/45 = 55.6\% \times \$221.99 = \123.32 per day.

If a substitute received unemployment benefits as a result of the lack of substitute opportunities at SCUSD for the time period from March 13 through June 17, 2021, the back pay will be offset by the amount the substitute employee received through unemployment benefits.

Extra Work Stipends

As part of our proposal on Article 12, Compensation, we will be providing an updated and revised list regarding extra work stipends, including the Elementary Sports and running program the District unlawfully implemented in 2018.

The Union reserves the right to make changes to this proposal and any other items related to any proposal, including Article 12, Compensation, at any during the negotiations process.

