

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

March 30, 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:

1. The Collective Bargaining Agreement will be extended through June 30, 2022, with the following changes:

a. **Article 5 Hours of Employment**

1.65% Salary Increase for 2022-2023 for Three Additional Professional Development Days (District cost of \$4,336,742): 3 additional professional development days for the 2022-2023 school year with a payment for these days equal to an additional 1.65%.

Three additional professional development days will be added to the 2022-2023 Calendar for all members and will be scheduled for August 29, 30, and 31, 2022, except that professional development days for staff at New Joseph Bonnheim Elementary and New Tech High School will be scheduled for the three work-days immediately preceding their start date.

The three (3) Professional Development days will be added to unit members' compensation and the SCTA salary schedules, as an extension to the Calendar from 181 days to 184 days for the 2022-2023 school year only and meets the employees' CalSTRS pension credit and obligations.

On or before April 29, 2022, the District will share the content of and schedule for the Professional Development with SCTA, which will include building on the prior work related to implicit bias and anti-racist training.

The Calendar will revert back to 181 days for the 2023-2024 school year, unless otherwise agreed to by the parties.

b. **Article 12 Compensation**

32% One-time Stipend (District cost of \$7,884,986) for 2021-2022: 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 32% of their base 2021-2022 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 \$3,603,203) 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 \$3,639,301) 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.

32% Ongoing Salary Increase (District cost of \$7,884,986): The 2021-2022 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 3.2% ongoing across the board plus 3% one-time stipend

\$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 to employees enrolled in the District's HealthNet benefit plan as of March 22,

2022 and who remain in the plan for the 2022-2023 school year. The stipend shall be equal to ~~eighty one-hundred percent (80-100%)~~ of the employee's maximum contribution toward health benefit premium costs described above ~~out of pocket cost~~ for that plan 2022-2023.

Commencing July 1, 2023 and for the 2023-2024 school year only, the District will provide a stipend to employees enrolled in the District's HealthNet benefit plan as of June 30, 2023 and who remain in the plan for the 2023-2024 school year. The stipend shall be equal to fifty percent (50%) of the employee's maximum contribution toward health benefit premium costs described above for that plan 2023-2024.

Stipend for Employees in HealthNet who Move to Kaiser: Any employee who is currently enrolled in HealthNet and who, by June 30, 2022, moves to the Kaiser plan offered by the District, will receive a one-time stipend in the amount of \$3,000.

Review of Benefit Plans. The District and SCTA agree to meet on or before April 15, 2022, to begin discussions on additional benefit plan options to increase benefit plan choices for employees within the Kaiser plan contribution by the District. The District and SCTA will reach agreement on or before March 1, 2023 on any additional plan(s) that will be offered to SCTA represented employees.

Article 13 of the Collective Bargaining Agreement between the District and SCTA, as amended by the November 5, 2017 Tentative Agreement, would be amended as follows:

13.1 Health Insurance

13.1.1 and 13.1.1.1 deleted and replaced with:

Commencing on July 1, 2022 and thereafter, the District's maximum contribution toward medical benefit premium costs for eligible employees shall be 100% of the premium costs for the Kaiser HMO Plan offered by the District at all levels (employee, two-party, family). Employees who select any other health benefit plan offered by the District shall be responsible for premium cost that exceeds the value of the premium cost of the Kaiser HMO plan offered by the District.

Commencing July 1, 2022 and for the 2022-2023 school year only, the District shall pay employees enrolled in the District's HealthNet benefit plan on March 22, 2022 and who remain enrolled in the plan for the 2022-2023 school year one-hundred percent (100%) of the employee's maximum contribution toward health benefit premium costs.

Commencing July 1, 2023 and for the 2023-2024 school year only, the District shall pay employees enrolled in the District's HealthNet benefit

plan on March 22, 2022 and who remain enrolled in the plan for the 2023-2024 school year fifty percent (50%) of the employee's maximum contribution toward health benefit premium costs.

Any employee who is currently enrolled in HealthNet during the 2021-2022 school year and who, by June 30, 2022, moves to the Kaiser plan offered by the District, will receive a one-time stipend in the amount of \$3,000.

Employees who show proof of other comparable health and welfare benefits will receive \$250 per month as cash in lieu of benefits.

The District and SCTA agree to meet on or before April 15, 2022, to discuss additional benefit plan options to increase benefit plan choices for employees within the value of the Kaiser HMO plan premium contribution level provided by the District. The District and SCTA will reach agreement on or before March 1, 2023 on any additional plan(s) that will be offered to SCTA represented employees for the 2023-2024 school year.

2. **No Other Contract Changes:** All other terms of the July 1, 2016 to June 30, 2019 contract shall remain in full force and effect.
3. **Commitment to Start Negotiations on New Contract:** The parties will agree to resume negotiations for the successor contract on or before May 1, 2022, with the shared goal of reaching agreement as soon as possible. The parties will meet not less than twice a month to make progress toward this goal. It is understood that the parties reserve the right to maintain their respective bargaining positions on all issues when negotiations resume for a successor contract.

Creation of Working Group to Discuss Changes to Article 8 and Academic Calendar to Address Impediments, Including Timelines, to Filling Vacancies: The District proposes that the District and SCTA immediately convene a working group of the bargaining table with three representatives from the District and three representatives from SCTA to review the school calendar and Article 8, Vacancies and Transfers, to address impediments to filling vacancies and staffing our schools, and provide other recommendations related to the recruitment and retention of certificated employees in the District. This working group will be referred to as the Recruitment and Retention Committee.