



AB 1200 Disclosure: Approval of Agreement between SCUSD and United Professional Educators

Board Meeting

May 16, 2024

Agenda Item No. 10.3

Presented by:

Janea Marking, Chief Business and Operations Officer

Cancy McArn, Chief HR Officer

Key Provisions of SCUSD & UPE – Overall

Negotiations Team

- Cancy McArn, Chief HR Officer and Lead Negotiator
- Janea Marking, Chief Business and Operations Officer
- Aprille Shafto, Instructional Assistant Superintendent
- Olga Simms, Director, Multilingual Education Teaching and Learning
- Hillary Harrell, Director, Professional Learning Leadership Curriculum & Professional Development
- Dan Schallock, Director, Employee Relations
- Monica Garland, Specialist, Personnel
- Roy Combs, F3 Legal

- Agreement on
 - Article 5 - Evaluation of Work Performance
 - Article 8 - Compensation for 2023-2024 and 2024-2025
 - Article 12 - Summer School
 - Recruitment and Retention Incentives
 - Small Innovative High School Support
 - Collaborative Coaching Model

- Concludes successor negotiations for the 2023-2024, 2024-2025, and 2025-2026 school years, except for noted reopeners.

Key Provisions of SCUSD & UPE – Article 5

Evaluation of Work Performance:

- The parties agree to establish a joint committee to revise the current UPE Evaluation template. Even though the current template was a joint effort between the district and UPE, it is universally accepted that after a three-year period of use it is clear that the process is too cumbersome and needs to be streamlined and simplified. The parties agree to complete the revision no later than September 1, 2024 so that it is ready for implementation in the 2024-2025 school year.

Key Provisions of SCUSD & UPE – Article 8

Salary and Benefits:

- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented UPE members employed by Sacramento City Unified District.
- An additional two percent (2%) across-the-board salary increase for the 2024-25 school year for all represented UPE members employed by Sacramento City Unified District.

Key Provisions of SCUSD & UPE Agreement

Salary and Benefits:

- The parties agree that if the state approves the waiver requested by SCUSD, SCUSD and UPE agree that UPE members work calendars will be increased by eight (8) additional work days for the 2024-2025 and the 2025-2026 school years:
- Calendar A will increase from 223 work days to 231 days work days
- Calendar C will increase from 201 work days to 209 days work days
- Calendar F-2 will increase from 202 work days to 210 work days
- Calendar T will increase from 211 work days to 219 work days
- The eight (8) additional work days for the 2024-2025 and the 2025-2026 school years will be added to salary schedules for the 2024-2025 and the 2025-2026 school years.

Key Provisions of SCUSD & UPE – Article 12

Summer School:

- The parties agree to meet and agree to a new TA on Article 12 relative to Summer School as well as provide UPE members with a complete list of the Summer Program Schedule dates no later than May 1, 2024.

Key Provisions of SCUSD & UPE Agreement

Recruitment and Retention Incentives:

- The parties agree to replace the current Longevity Incentives with the following revised incentives:
 - 2% in the 10th year
 - 4% in the 14th year
 - 6% in the 17th year
 - 8% in the 20th year
 - 10% in the 25th year

The parties agree that this will enhance and support improved recruitment and retention of administrators in SCUSD.

Key Provisions of SCUSD & UPE Agreement

Small Innovative High School Support:

- The parties agree that the small innovative high schools are critically understaffed and therefore the parties agree to add an additional FTE to each small innovative high school. The District and UPE will meet to determine the classification of the FTE.

Key Provisions of SCUSD & UPE Agreement

Collaborative Coaching Model:

- The parties agree to assemble a joint work group to develop the mission, scope, and all elements of an effective coaching model to support new and on-going administrators. This work shall be completed by July 31, 2024, and ready for implementation. The program will focus on providing support to the following.
 - A) newly hired administrators to the district
 - B) newly hired administrators from the teaching ranks
 - C) administrators with less than four years of site leadership experience
 - D) any administrators on an Improvement Plan

AB 1200 - Fiscal Impact

- FY 2023-24: estimated cost of \$995.2K (will be reflected in 2023-24 budget year) for all funds
- FY 2024-25 and 2025-26 - estimated ongoing cost of \$1.5M for all funds

Fiscal Impact – Multi-Year Projections

Sacramento City Unified School District 2023-24 Second Interim Budget

Description	Second Interim Budget 2023-24			Projection 2024-25			Projection 2025-26		
	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined
Total Revenue	520,088,413	270,122,981	790,211,395	506,916,607	144,741,208	651,657,815	508,096,602	144,741,208	652,837,810
Projected Expenditures	446,816,518	406,019,133	852,835,651	434,440,082	335,372,826	769,812,908	451,878,470	287,200,897	739,079,367
UPE Projected Cost - 4% & 6%	801,461	132,398	933,859	1,218,221	201,245	1,419,466	1,218,221	201,245	1,419,466
Teamsters Projected Cost - 4% & 6%	264,896	20,310	285,206	397,344	30,465	427,809	397,344	30,465	427,809
TCS Projected Cost - 4% & 6%	3,353	80,498	83,851	5,029	120,747	125,776	5,029	120,747	125,776
Materials/Operating Adjustment		(233,206)	(233,206)		(352,457.79)	(352,458)		(352,457.79)	(352,458)
Total Expenditures	447,886,228	406,019,133	853,905,361	436,060,676	335,372,826.18	771,433,502	453,499,063	287,200,896.87	740,699,960
Deficit/Surplus	72,202,185	(135,896,152)	(63,693,967)	70,855,931	(190,631,618)	(119,775,687)	54,597,539	(142,459,689)	(87,862,150)
Other Uses	2,368,261	-	2,368,261	2,368,261	-	2,368,261	2,368,261	-	2,368,261
Contributions to Restricted	(122,013,844)	122,013,844	-	(126,299,305)	126,299,305	-	(136,125,709)	136,125,709	-
Net increase (decrease)	(47,443,398)	(13,882,308)	(61,325,706)	(53,075,113)	(64,332,313)	(117,407,426)	(79,159,909)	(6,333,980)	(85,493,889)
Beginning Balance	135,640,173	122,292,561	257,932,735	88,196,776	108,410,253	196,607,029	35,121,663	44,077,940	79,199,603
Ending Balance	88,196,776	108,410,253	196,607,029	35,121,663	44,077,940	79,199,603	(44,038,246)	37,743,960	(6,294,286)
Revolving/Stores	325,000		325,000	325,000		325,000	325,000		325,000
Reserve for Econ Uncertainty (2%)	17,009,348		17,009,348	15,348,893		15,348,893	14,734,222		14,734,222
Restricted Programs	-	108,410,253	108,410,253	-	44,077,940	44,077,940	-	37,743,960	37,743,960
Unassigned/Unappropriated	70,013,851	-	70,013,851	18,599,193	-	18,599,193	(59,946,046)	-	(59,946,046)

*MYP reflects estimated costs of compensation improvement proposals for UPE, Teamsters and TCS

AB 1200 Public Disclosure

