

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.1

Meeting Date: August 6, 2015

S.2 596.28ID 37 ~~with EMC 33106~~ ~~Sacramento~~ ~~EMC 2015~~ ~~Teacher Association (SCTA)~~ ~~ATTN: (SCTA) 002j~~ : Adoption of
Regarding Certificated Unit Collective Bargaining Agreement Negotiations

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
-

Sunshine Proposal

to

Sacramento City Teachers Association

2015-16

Pursuant to Government Code section 3547, the Sacramento City Unified School District (“District”) hereby “sunshines” or submits the following initial proposals to the Sacramento City Teachers Association (“SCTA”).

1. Article 12—Compensation

The District has an interest in considering modifications to Article 12 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

2. Article 13 – Employee Benefits

The District has an interest in considering modifications to Article 13 related to life insurance, dental and vision benefits, and anniversary dates to enable the District to continue to offer affordable, appropriate value, health benefit coverage in a manner consistent with legal requirements while maintaining a sustainable budget and fiscal solvency and pursuant Paragraph 5 of the February 5, 2015 Initial At a:

2016-17

In sunshining and opening Article 13 at this time for the 2016-17 fiscal year, the District does not waive its right to sunshine other articles in the Collective Bargaining Agreement with SCTA as part of full contract re



I. OVERVIEW / HISTORY

Pursuant to the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code 3547). This was done at the July 16, 2015 Governing Board meeting. The purpose of this item is to adopt the District's initial proposals to the Sacramento City Teachers Association related to collective bargaining for the 2015-16 and 2016-17 school years.

II. DRIVING GOVERNANCE

Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board.

III. BUDGET

None

IV. GOALS, OBJECTIVES, AND MEASURES

In September 2014, the District and SCTA reached a Tentative Agreement that closed contract negotiations for the 2015-16 school year, except as expressly provided in that Agreement. Section 12.17.3 of the Agreement authorizes the District and/or SCTA to open negotiations to consider "possible enhancements to SCTA bargaining unit members' compensation" as a result of additional funding or savings over the District's general fund unrestricted budgeted projections for 2015-2016. In a

Board of Education Executive Summary

Human Resource Services

Adoption of District's Initial Proposal to SCTA Regarding Certificated Unit Collective Bargaining Agreement Negotiations

August 6, 2015 Board Meeting



Article 12 (Salary) and Article 13 (Benefits) for 2015-16. In addition, the District is opening Article 13 (Benefits) for 2016-17 to begin negotiations relative to health and welfare benefits. The District's Board of Education is required to hold a public hearing on the District's initial proposals.

V. MAJOR INITIATIVES

N/A

VI. RESULTS

The District intends to work with SCTA in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by SCTA.

VII. LESSONS LEARNED / NEXT STEPS

Adopt the District's initial proposal.