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## Sunshine Proposal

to

United Professional Educators

### **2015-16 Re Openers**

Pursuant to Government Code section 3547, the Sacramento City Unified School District (“District”) hereby “sunshines” or submits the following initial proposals to the United Professional Educators (“UPE”).

#### **1. Article 7 – Salary and Health Benefits**

The District has an interest in considering modifications to Article 7 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

The District has an interest in considering modifications to Article 5 to further develop the evaluation process and forms to allow for efficient and effective employee evaluations.

#### **2. Article 6 – Leaves of Absence**

The District has an interest in considering modifications to Article 6 to ensure that the article complies with existing law and provides employees with leave rights consistent with those laws, while streamlining certain provisions to remove duplication and provide greater consistency. [Removed legislation as that is not legally binding until it becomes law]

#### **3. Article 7 – Salary and Health Benefits**

The District has an interest in considering modifications to Article 7 to enable the District to continue to offer competitive salaries to its certificated employees while maintaining a sustainable budget and fiscal solvency.

#### **4. Article 8 – Work Year**

The District has an interest in considering modifications to Article 8 to enable the District to offer competitive work calendars. [What does “competitive” work calendar mean? Perhaps consider “a work calendar that better aligns with the student calendar” or “a work calendar that provides flexibility to the District and employees in offering services to District students and families, etc.”]

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# Board of Education Executive Summary

## Human Resource Services

### Adoption of District's Initial Proposal to UPE Regarding Collective Bargaining Agreement Negotiations



I. OVERVIEW / HISTORY

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