

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

Meeting Date: January 18, 2024

Subject: Public Hearing: AB 1200 Public Disclosure and Approval of MOU
between SCUSD and the Teamsters, Local 150 Union

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

Division: Labor Relations; Business Services

Recommendation: Approve agreement between SCUSD and Teamsters for the 2022-23 year.

Background/Rationale: The parties' agreement is effective beginning July 1, 2022 and includes the following compensation items:

- A 10% salary schedule increase retroactive to July 1, 2022 for Teamsters employees employed by the district as of June 30, 2023
- An additional 6% salary schedule increase retroactive to July 1, 2022 for School Plant Operations Managers I, II and III (excluding training positions) job classifications for employees employed by the district as of June 30, 2023

The attached agreement closes all negotiations for the period from July 1, 2022 to June 30, 2023. Additionally, the agreement closes negotiations for the period of July 1, 2023 through June 30, 2026 except for reopeners on the following items:

- a. Article 6 - Compensation
- b. Article 8 - Hours
- c. Article 9 – Assignments
- d. Article 10

- h. Article 15 – Personnel Files
- i. Article 17 – Professional Growth Program
- j. Article 23 – Duration

Financial Considerations: Retroactive costs for all funds for the 2022-23 year of approximately \$953K, ongoing costs of \$953K in 2023-24, \$953K in 2024-25 and \$953K in 2025-26.

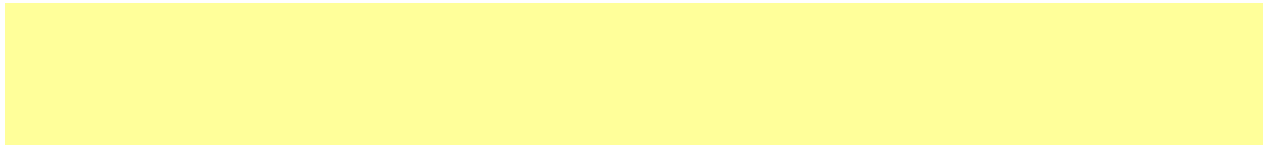
LCAP Goals: College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; Operational Excellence.

Documents Attached:

- AB 1200 Disclosure
- MOU between SCUSD and Teamsters

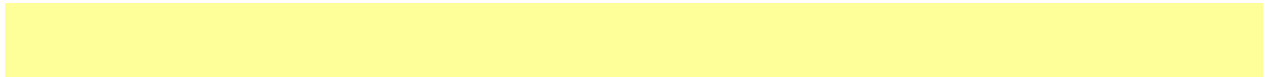
<p>Estimated Time of Presentation: 5 Minutes Submitted by: Janea Marking, Chief Business and Operation Officer Approved by: Lisa Allen, Interim Superintendent</p>

\$



EHQHILWV"

<HV 1R [



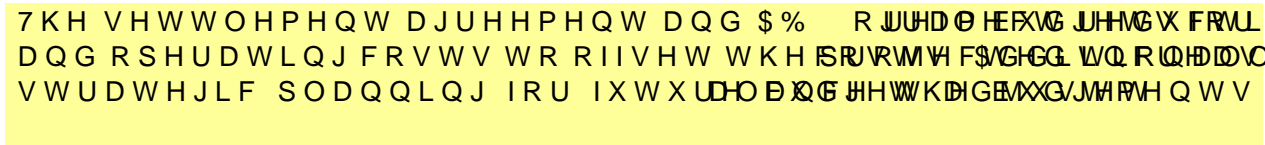
%3URSRVHG QHJRWLDWHG FKDQJHVLLQ QRORPSEHQDGMRQWLFHPWV VW
WHDFKHU SUHS WLPH FODVVLILHG VWDIILQJ UDWLRV HWF

1\$



& :KDW DUH WKH VSHFLILF LPSDFWV SRVLWLYH VXS SRUJ DWS YRIJ UDFP VL
DFFRPPRGDWH WKHQVHGWV DHPKHQV" SDFW RI FKDQJHV VXFK DDPVWDII U
UHGXFWLRQV RU LQFUHDVHV HOLPLQDWIRIQ DRUWHLSB QVLRQQR H B W K H
FXVWRGLDO VWDII HWF

7KH VHWWOHPPHQW DJUHHPHQW DQG \$% R UJHD EFXG JHVG X FVL R Q W MURL
DQG RSHUDWLQJ FRVWV WR RIIVHW WKH SRUJWHFSGGL WQ R Q D D V H L W K H D G
VWUDWHJLF SODQQLQJ IRU IXWXUDH D Q G J H W W K D G E X G J M P H Q W V Q H F H V V



6DFUDPHQWR &LW\ 8QLILHG 6FKRRO 'LVWULFW
3XEOLF 'LVFORVXUH RI 3URSRVHG &ROOHFWLYH %DUJDLQLQJ \$JUH

'
1 \$

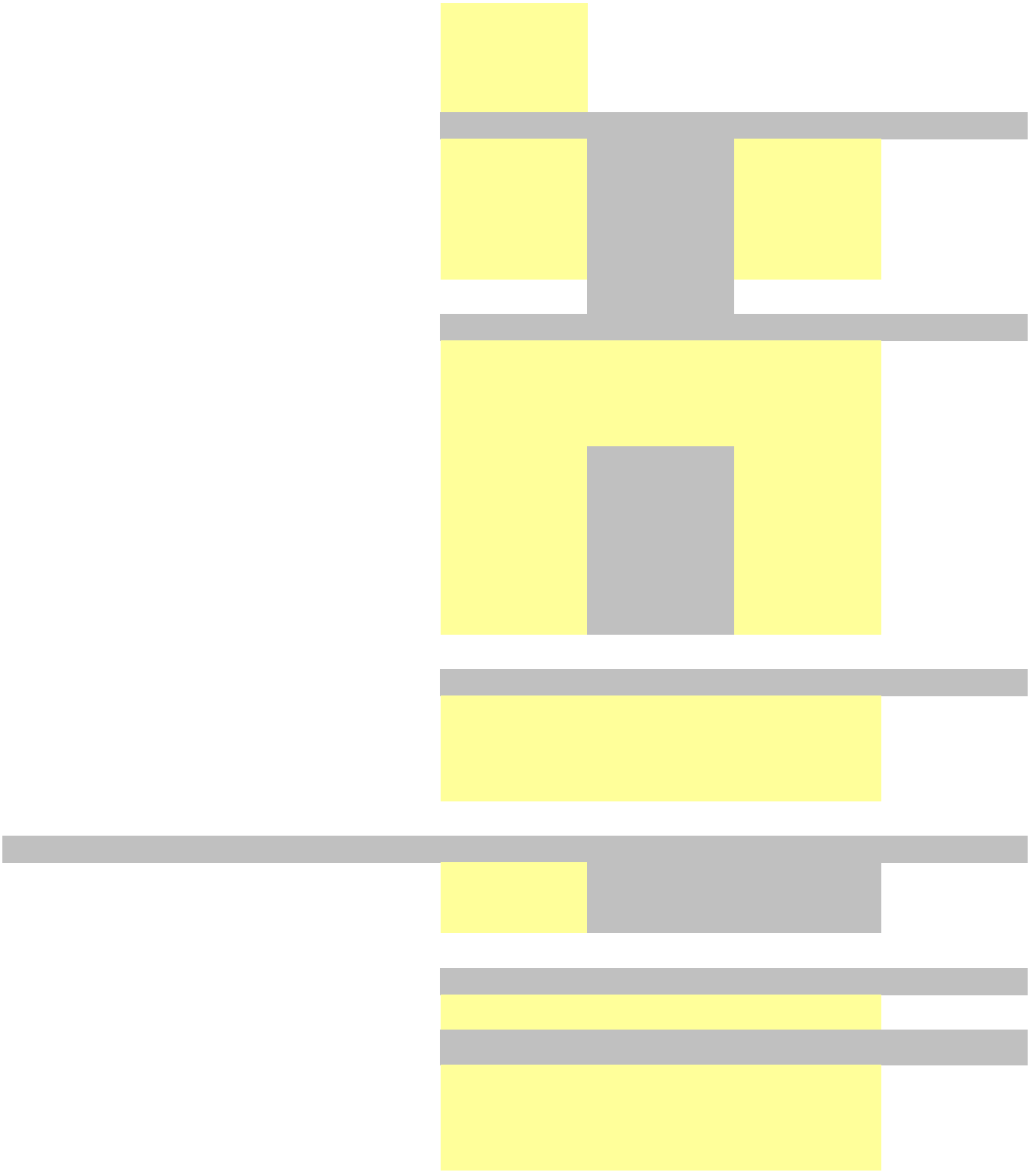
(

1 \$

)

,I WKLV LV D PXOWL\HDU DJUDJH QLVQ FZKDW QLV DWK\X PVRXUFRQVVRXV X
REOLJDWLRQV LQ VXEVTXHQW \HDUQJ HSHHHPEHQ WIRHVLQFOXSEORL

1 \$



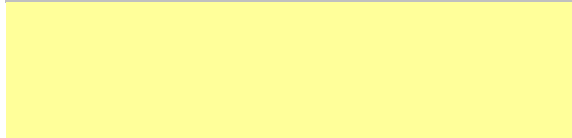
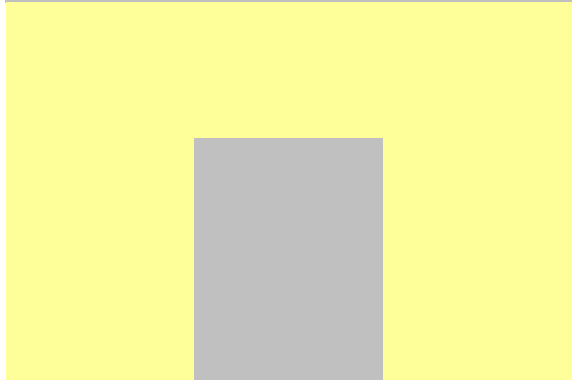
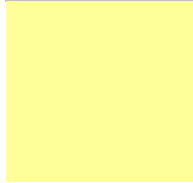
&ROXPQ

&ROXPQ

&ROXPQ

&ROXPQ

2EMHFW &RGH



&ROXPQ &ROXPQ &ROXPQ &ROXP
/DWHVW %RSDGMCXVWPHQWVWKHU DSHYLVIRVDO 5HYLVHG
\$SSURYHG %HGXDW RI 6HWLWCHPHQWVX%SRJHW
%HIRUH 6HWLWCHPHQW DVLGRQ RU RWK B OXPLW
DJUHHPHQW
([SODLQ RQ 3DJH L

2EMHFW &RGH

5(9(18(6
/&)) 5HYHQXH
)HGHUDO 5HYHQXH
2WKHU 6WDWH 5HYHQXH
2WKHU /RFDO 5HYHQXH

(;3(1',785(6
&HUWLILFDWHG 6DODULHV
&ODVVLILHG 6DODULHV
(PSOR\HH %HQHILWV
%RRNV DQG 6XSSOLHV
6HUYLEFHV DQG 2WKHU 2SHUDWLQJ ([SHQGLWXUHV
&DSLWDO 2XWOD\
2WKHU 2XWJR H[FOXGLQJ ,QGLUHFV &RVWV
7UDQVIHUV RI ,QGLUHFV &RVWV

27+(5),1\$1&,1* 6285&(6 86(6
7UDQVIHU ,Q DQG 2WKHU 6RXUFHV
7UDQVIHUV 2XW DQG 2WKHU 8VHV
&RQWULEXWLRQV

%(*,11,1*)81' %\$/\$1&(
\$XGLW \$GMXVWPHQWV 2WKHU 5HVWDWHPHQWV

&20321(176 2) (1',1*)81' %\$/\$1&(
1RQVSHQGDEOH
5HVWULFWHG
&RPPLWWHG
\$VVLJQHG
5HVHUYH IRU (FRQRPLF 8QFHUWDLQLHV
8QDVVLJQHG 8QDSSURSULDWHG \$PRXQW
1HW ,QFUHDVH 'HFUHDVH LQ)XQG %DODQFH

&ROXPQ

&ROXPQ

&ROXPQ

&ROXPQ

/DWHVW %RSDJNGXVWPHQW/WKHU DSHYLVRVQDO 5HYLVHG
 \$SSURYHG %RSDJNGXVWPHQW/WKHU DSHYLVRVQDO 5HYLVHG
 %HIRUH 6HWWFRPHSHQW DVLGRU RWK R R OXQDOW
 \$V RI DJUHHPHQW
 ([SODLQ RQ 3DJH L

2EMHFW &RGH

)HGHUDO 5HYHQXH
 2WKHU 6WDWH 5HYHQXH
 2WKHU /RFDO 5HYHQXH

&HUWLILFDWHG 6DODULHV
 &ODVVLILHG 6DODULHV
 (PSOR\HH %HQHILWV
 %RRNV DQG 6XSSOLHV

" & " € • p0 iv

&ROXPQ &ROXPQ &ROXPQ &ROXPQ
/DWHVW %RDUG
\$SSURYHG %XGJHW
%HIRUH 6HWWOHPHQW

2EMHFW &RGH



6DFUDPHQWR & LW\ 8QLILHG 6FKRRO 'LVWULFW
 3XEOLF 'LVFORVXUH RI 3URSRVHG & ROOHFWLYH %DUJDLQLQJ \$JUHP
 3DJH F

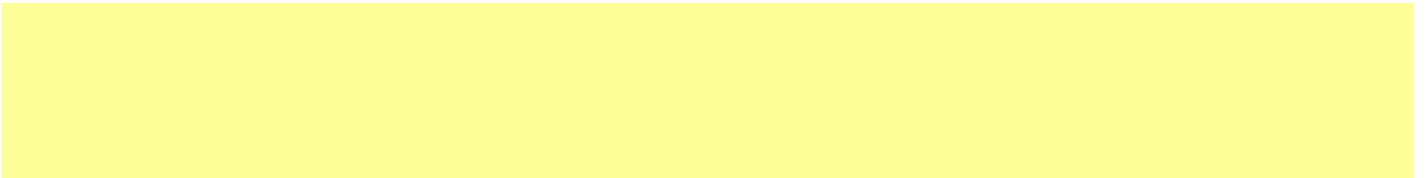
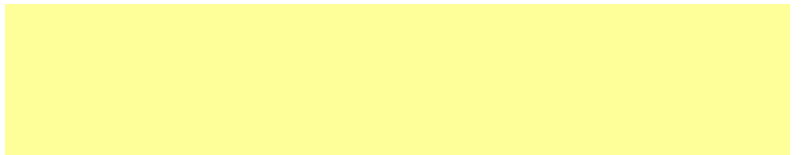
+ ,03\$&7 2) 352326(' \$*5((0(17 21 68%6(48(17 <(\$56

&RPELQHG *HQHUDO)XQG 0<3
 %DUJDLQLQJ 8QLW 7HDPVWHUV

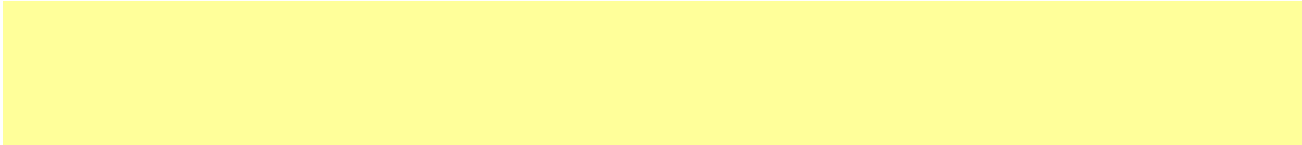
	7RWDO 5HYLVHG %DQWHX 5WHW 6HGRQGDXEVH TXHQW <HDU 2EMHFV &RGH 6HWWOHPHQW\$!WHU 6HWWOHPHQW 6HWWOHPHQW		
5(9(18(6 /&)) 5HYHQXH			
)HGHUDO 5HYHQXH			
2WKHU 6WDWH 5HYHQXH			
2WKHU /RFDO 5HYHQXH			
727\$/ 5(9(18(6			
(;3(1',785(6 &HUWLILFDWHG 6DODULHV			
&ODVVLILHG 6DODULHV			
(PSOR\HH %HQHILWV			
%RRNV DQG 6XSSOLHV			
6HUYLFBV DQG 2WKHU 2SHUDWLQJ ([SHQGLWXUHV			
&DSLWDO 2XWOD\			
2WKHU 2XWJR H[FXGLQJ ,QGLUHFV &RVWV			
7UDQVIHUV RI ,QGLUHFV &RVWV			
2WKHU \$GMXVPHQWV			
727\$/ (;3(1',785(6			
27+(5),1\$1&,1* 6285&(6 86(6 7UDQVIHUV ,Q DQG 2WKHU 6RXUFHV			
7UDQVIHUV 2XW DQG 2WKHU 8VHV			
&RQWULEXWLRQV			
23(5\$7,1* 6853/86 '(),&,7			
%(*,11,1*)81' %\$/ \$1&(
\$XGLW \$GMXVPHQWV 2WKHU 5HVWDWHPHQWV			
(1',1*)81' %\$/ \$1&(
&20321(176 2) (1',1*)81' %\$/ \$1&(
1RQVSHQGDEOH			
5HVWULFWHG			
&RPPLWWHG			
\$VVLJQHG			
5HVHUYH IRU (FRQRPLF 8QFHUWDLQLHV			
8QDVVLJQHG 8QDSSURSULDWHG \$PRXQW			

1HW ,QFUHDVH 'HFUHDVH LQ)XQG %DQWHX DPRXQWV PXVW EH SRVLWLYH

D



3XEOLF 'LVFORVXUH RI 3URSRVHG &ROOHFWLYH %DUJDLQLQJ \$
3DJH



6XUSOXV
'HILFLWHILFLW



\$PRXQW 2WKHU \$GMXVWPHQWV ([SODQDWLR
VW 6XEVHTXHQW)< 8QUHVWULFWHG 3DJH D
VW 6XEVHTXHQW)< 5HVWULFWHG 3DJH D UHGXFWRQ W&DFDWRQFRUHLDFDCHV S
QG 6XEVHTXHQW)< 8QUHVWULFWHG 3DJH D
QG 6XEVHTXHQW)< 5HVWULFWHG 3DJH D UHGXFWRQ W&DFDWRQFRUHLDFDCHV S



&XUUHQW <H DU

%XGJHW \$GMXVWPHQW &DWHJRULHV ,QFUHDVH 'HFUHDVH
5HYHQXH V 7UDQVIHUV ,Q DQG 2WKHU 6RXUFHV &RQWULEXWLRQV
([SHQGLWXUHV 7UDQVIHUV 2XW DQG 2WKHU 8VHV
(QGLQJ %DODQFH V ,QFUHDVH 'HFUHDVH

6XEVHTXHQW <H DU V

%XGJHW \$GMXVWPHQW &DWHJRULHV ,QFUHDVH 'HFUHDVH
5HYHQXH V 7UDQVIHUV ,Q DQG 2WKHU 6RXUFHV &RQWULEXWLRQV
([SHQGLWXUHV 7UDQVIHUV 2XW DQG 2WKHU 8VHV
(QGLQJ %DODQFH V ,QFUHDVH 'HFUHDVH

6HH DWWDFKHG SDJH IRU D OLVW RHUWKH LFDWLRSQWLRQV EDXSRQ ZKLFK WKL
&HUWLILFDWLRQV

BBBKHUHE\ FHUWLI\ BBBB , DP XQDEOH WR FHUWLI\

'LVWULFW 6XSHULQWHQGHQW 'DWH
6LJQDWXUH

BBBKHUHE\ FHUWLI\ BBBB , DP XQDEOH WR FHUWLI\

&KLHI %XVLQHVV 2IILFLDO 'DWH
6LJQDWXUH

6DFUDPHQWR &LW\ 8QLILHG 6FKRRO 'LVWULFW

3DJH D

\$VVXPSWLRQV DQGH(QSODJRWDRQDFK GRFXPHQWDWLRQ



Tentative Agreement

By & Between

The Sacramento City Unified School District
&
Teamsters, Local 150

December 20, 2023

The Sacramento City Unified School District (SCUSD) and Teamsters, Local 150, hereby agree as follows:

1. **Contract Term:** The Collective Bargaining Agreement will have a three-year term of July 1, 2023, through June 30, 2026, except for the re-openers in Paragraph #4.
2. **Salary Increase (2022-2023 Reopener):** The parties agree to a ten percent (10%) across-the-board salary increase for all employees represented by Teamsters and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022.

The parties agree to an additional six percent (6%) salary increase in recognition of the need to retain and recruit the following classifications for employees represented by Teamsters and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022.

- School Plant Operations Managers I, II, and III (excluding training positions)

3. **Completion of Reopener Negotiations for 2022-2023:** The parties agree that this Agreement closes all negotiations for the period July 1, 2022 through June 30, 2023.

