

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item SaG&RÖNî- džÓ

| Hearing and Adoption of District's Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreeme nt Negotiations for 2019 -2020 Re-Openers | | | | | |
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| □ Information Item Only □ Approval on Consent Agenda □ Conference (for discussion only) □ Conference/First Reading (Action Anticipated:) □ Conference/Action □ Action □ Public Hearing | | | | | |
| <u>Division</u> : Human Resource Services/Legal Services | | | | | |
| Recommendation : Hearing and Adoption of District's Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2019-2020 Re-Openers. To resolve the district's structural budget deficit, the Superintendent will need authorization to begin negotiating details of his budget plan, which is focused on protecting core academic and some student enrichment related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice and adoption of the District's initial proposals. | | | | | |
| Financial Considerations: TBD | | | | | |
| LCAP Goal(s): College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students and Operational Excellence | | | | | |

Documents Attached:

- 1. Public Hearing Notice
- 2. Sunshine Proposal to Teamsters, Local 150 November 15, 2018
- 3. Executive Summary

Estimated Time of Presentation : 5 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer

Approved by: Jorge A. Aguilar, Superintendent

Sacramento City Unified School District

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters, Local 150 Collective Bargaining Agreement Negotiations for 2019-2020 Re-Openers

NOTICE OF PUBLIC HEARING

The Sacramento City Unified School District hereby gives notice that a Public Hearing will be held as follows:

Topic of Hearing:

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters, Local 150 Collective Bargaining Agreement Negotiations on Re-Openers

Copies of this program may be inspected at:

The Serna Center 5735 47th Avenue Sacramento, CA 95824

HEARING DATE: Thursday,

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The current master agreement for the employee bargaining unit represented by the Teamsters Union, Local 150 ("Teamsters") expires on June 30, 2020. A copy of that master agreement ("CBA") is available for viewing on the District's web site at www.scusd.edu.

Pursuant to Government Code section 3547, the District's and Teamsters' initial bargaining proposals that relate to matters within the scope of negotiations must 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 District's proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the reopening of particular articles of the CBA, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with Teamsters on the specific articles related to Compensation and Benefits.

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

The Board hereby presents the District's initial proposal for public comment, and thereafter adopts the following initial proposal for 2019-20 negotiations. It is the Board's intent that the District work collaboratively with Teamsters' negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District, while ensuring the fiscal solvency of the District.

ARTICLE 6: COMPENSATION

Propose to negotiate in good faith over compensation within the limits of available financial resources. The District may propose other amendments to this Article.

ARTICLE 7: FRINGE BENEFITS

Propose to negotiate in good faith over employee benefits within the limits of available financial resources. The District may propose other amendments to this Article.

| APPROVED: |
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| AYES: |
| IOES: |
| ABSTAIN: |
| ABSENT: |
| action was taken to adopt this District Initial Proposal to reopen the CBA for the 2019-2020 chool year with Teamsters on November 15, 2018. |
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| Superintendent |

Board of Education Executive Summary

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I. Overview/History of Department or ProgramPullip

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III. Budget:M

IV. Goals, Objectives and Measur ::

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