

**Successor Negotiations – District Proposal
Between
Teamsters Classified Supervisors (TCS)**

Term of Agreement

**the Sacramento City Unified School District
August 24, 2022**

The Agreement between the District and TCS shall be revised as follows:

This Agreement will conclude negotiations for the (2020-2021 and 2021-2022) school years with a reopener for the 2022-2023 school year. The Agreement shall become effective upon approval by TCS and the District, as evidence by the signature of the TCS and District designees and by ratification of the TCS unit members and the District Board of Education.

~~All agreements of all existing unexpired agreements between TCS and the District not addressed~~

[REDACTED]

[REDACTED]

e District proposes the following changes to this Article.

5.1

DUES AUTHORIZATION

Any unit member who is a member of the Union or who has applied for membership, may sign and deliver to the District an assignment authorizing deduction of Union dues.

5.2

DUES DEDUCTION

Upon appropriate written authorization from the member of the unit, the District

membership or non-membership in the Union, and indicating any changes in personnel from the list previously furnished.

5.6.2 The District shall not be obligated to put into effect any new, changed, or discontinued deduction of membership dues within this Article until the pay period commencing no less than fifteen (15) days after submission of the appropriate form to the District.

5.6.3 The Union agrees to furnish any information needed by the District to fulfill the provisions of this Article.

5.7 **HOLD HARMLESS AND INDEMNITY**

The Union agrees to pay the District all legal fees and legal costs incurred in

[REDACTED]

ARTICLE 6 

The District proposes the following changes to this Article.

6 SALARIES

6.1

studied;

survey;

•

6.2 SALARY SCHEDULE EXHIBITS

6.2.1. Schedules for the Operations Support Supervisors Unit and the procedures

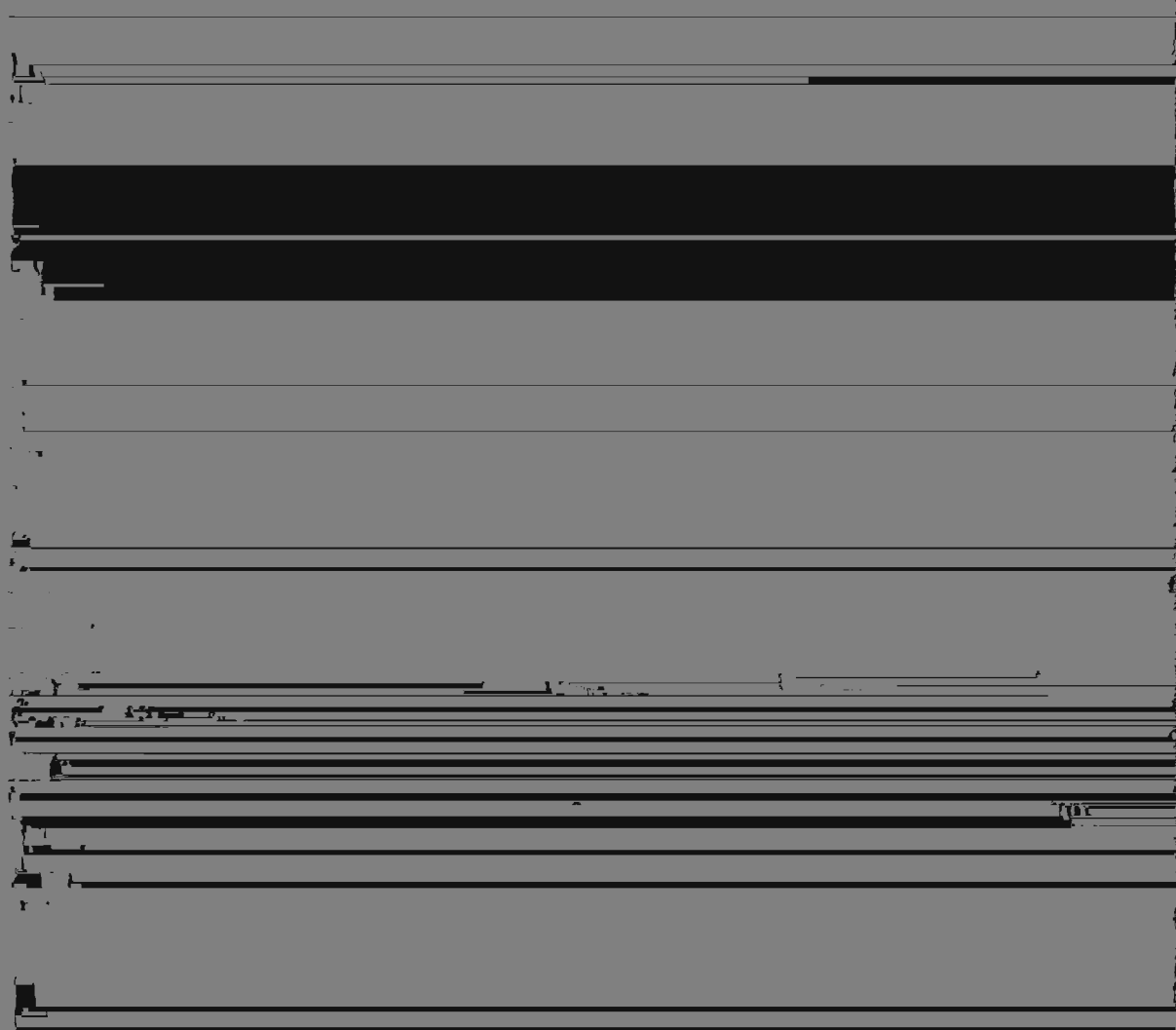
for placement and movement on the schedules shall be added as Appendix "A" and become a part of this Contract.

All current and prospective eligible retirees shall also become members of:

7.1.1.3

7.1.1.3.1 There shall be either an annual "open enrollment" or "switching" period during which time an active or retired employee may change or amend his/her carrier and/or dependency status in accordance with

7.1.1.3.2 In the event that a health provider (i.e. medical, dental, vision, life, etc.) policy



and provide to the retiree an amount equal to the Kaiser Active Single Rate benefit level minus \$16 up to age sixty-five (65). At age sixty-five (65), the District shall provide to the retiree an amount equal to the Kaiser Medicare Single Rate.

Paid approved leaves will be deemed to constitute service for the purpose of

[REDACTED]

...the ... agrees to pay for vision care service with an ... for ... eligible employees and eligible dependents

... pay the cost of premiums for vision coverage in ... for eligible ... 2023. The ...

2023.

ARTICLE 9 ASSIGNMENTS

9.1 WORK ASSIGNMENTS

9.1.1 Class Specifications

1 [Redacted] assignment and upon each change of classification thereafter an
2 [Redacted]
3 [Redacted]
4 [Redacted]
5 [Redacted]
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100 [Redacted]

9.67.2 The District and the Union agree to meet and consult on lists of tools which the employer is required to provide on the job.

9.67.3 The District will provide transportation shop personnel, trade maintenance workers and designated staff with an annual allowance of \$120 for the purchase of safety steel-toed footwear. Such

safety steel-toed footwear must be worn at all times while performing their duties.

9.78 **PHYSICAL EXAMS**

9.78.1 When employees are required as a condition of continuing employment to have medical examinations, the cost of such examinations shall be borne by the District. If employees request to use a doctor of their choice rather than one designated by the District, they shall be reimbursed in an amount equal to the rates established by the District's designated doctor. The District may designate

9.89.4

For the 2014-2015 school year and thereafter, the required days of service shall

[REDACTED]

restoration of two (2) furlough days, to be included on the 2014-2015, 2015-2016 and 2016-2017 calendar.

- a. Ten (10) month employees shall be designated to return from summer break seven (7) days before the first day of instruction and work two (2) days after instruction.
- b. Twelve (12) month employees shall work the two (2) days during Thanksgiving Break or request for prior approval of appropriate time off.

9.940

REST PERIODS

9.940.1

All employees shall be granted rest periods as follows: three (3) hour employees shall have one (1) ten (10) minute break; four (4) hour employees and five (5)

[REDACTED]

ARTICLE 10 HOLIDAYS

The District hereby ratifies the following changes to this Article

[REDACTED]

10.1 HOLIDAYS

10.1.1

All probationary and permanent employees shall be entitled to holiday pay provided they are in paid status during any portion of the working day

normally assigned to duty during the winter recess shall be paid for December 25 and January 1, provided they were in a paid status during any portion of the working day immediately preceding or succeeding the winter recess.

10.1.2

10.1.2.1 All employees shall be entitled to the day for
[REDACTED]

Thanksgiving provided they are in a paid status during any portion of the

July 4 Independence Day
First Monday in September Labor Day

When a holiday is designated by the District when it falls on a

Holidays--Board Granted

Holidays—Observance

The Board may amend the following chapters to this Article:

[REDACTED]

11.1 VACATION ALLOWANCE

11.1.1 The Board may amend the following chapter to this Article:

[REDACTED]

11.3.3 In determining increased vacation benefits, prior service of an employee who

[REDACTED]

11.3.4 Approvals or disapprovals of vacation requests from twelve (12) month employees shall take into account work schedules, work loads, and the desires of the employee.

11.4 VACATION SCHEDULING

[REDACTED]

[REDACTED]

If a holiday occurs during an employee's vacation period, such employee shall be [REDACTED]

[REDACTED]

[REDACTED]

11.6 ILLNESS WHILE ON VACATION

When an employee becomes ill, the employee may contact

The District proposes the following changes to s Article.

14.3 EVALUATION SCHEDULE

14.3.1 Probationary Period and Evaluations

The probationary period of all employees shall be for ~~nine (9)~~ six (6) months from date of hire as a probationary employee. If a long term substitute or temporary employee or a short-term employee whose service is performed at the same school or site with the same immediate supervisor is appointed as a probationary employee to the same position, or to another position in the same class, which he/she held as a substitute or temporary or short-term employee, the time served ~~in the long term substitute or temporary or short term status shall be counted in~~

[REDACTED]

14.3.2.3 Even or uneven years refer to the year in which school year ends (e.g., 1983-84 is an even year).

Table with 2 columns: Year, and a column with multiple rows of redacted content (blacked out).

17.1

PURPOSE

[REDACTED]

Major for professional growth which include more than one (1) course may be

Sub-Related Courses

Job-Related Courses

20.1

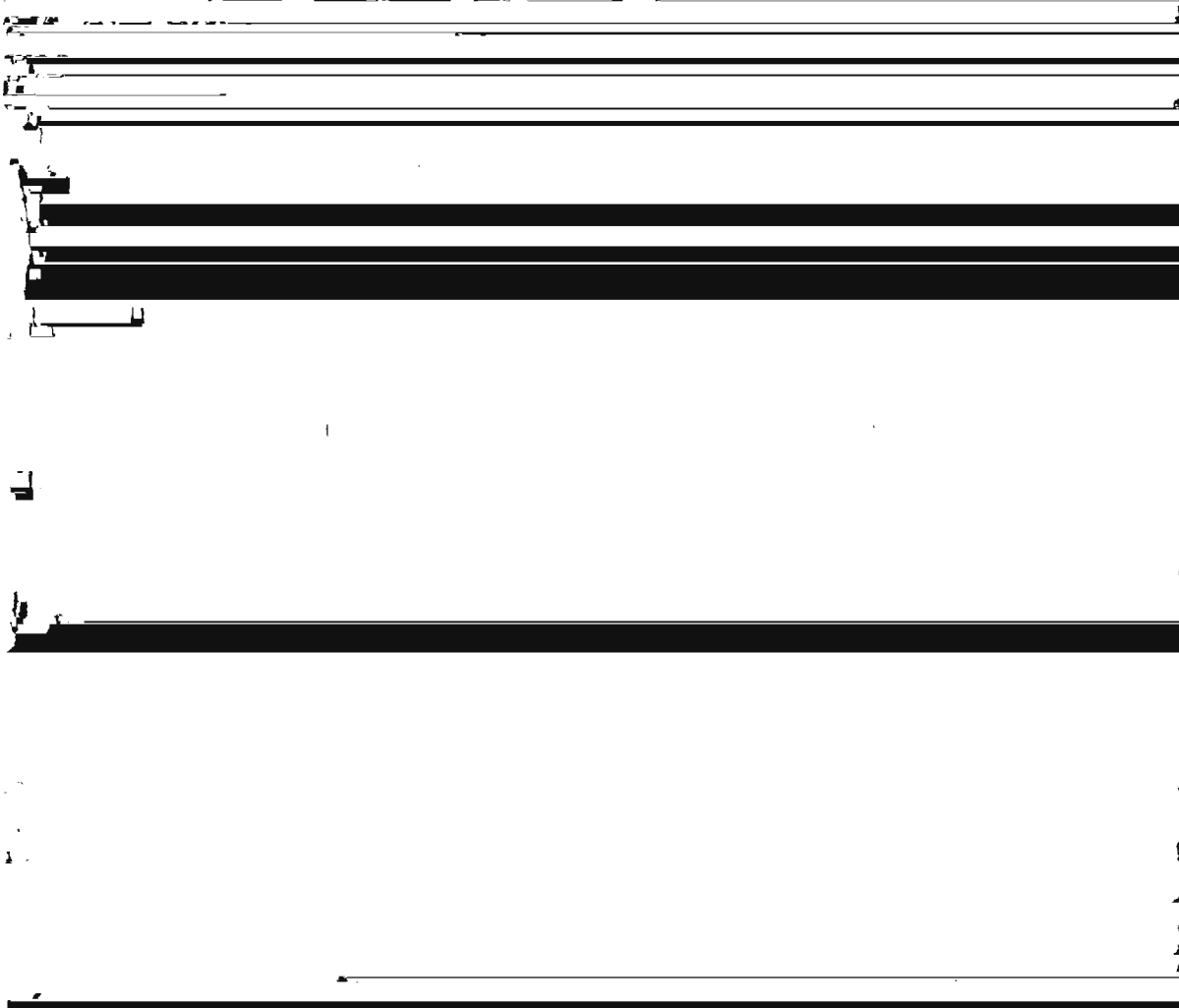
LAYOFF DEFINED

↳ layoff is an involuntary separation from service or an involuntary reduction in

[REDACTED]

20.3.2 No Service Credit for Other Unpaid Leaves

In the event that an employee returns to work following an unpaid leave not listed

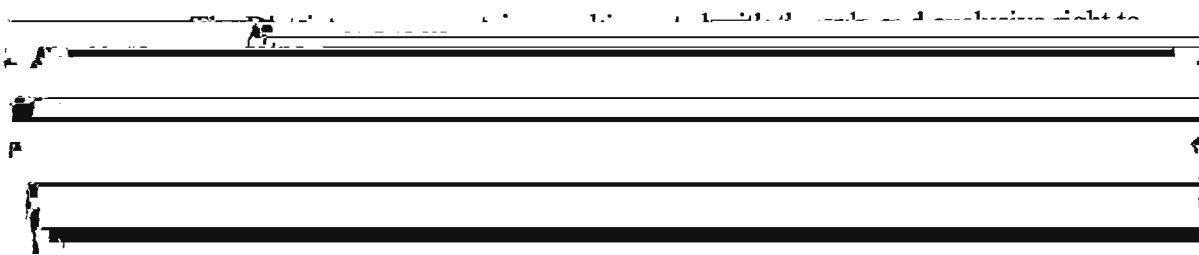


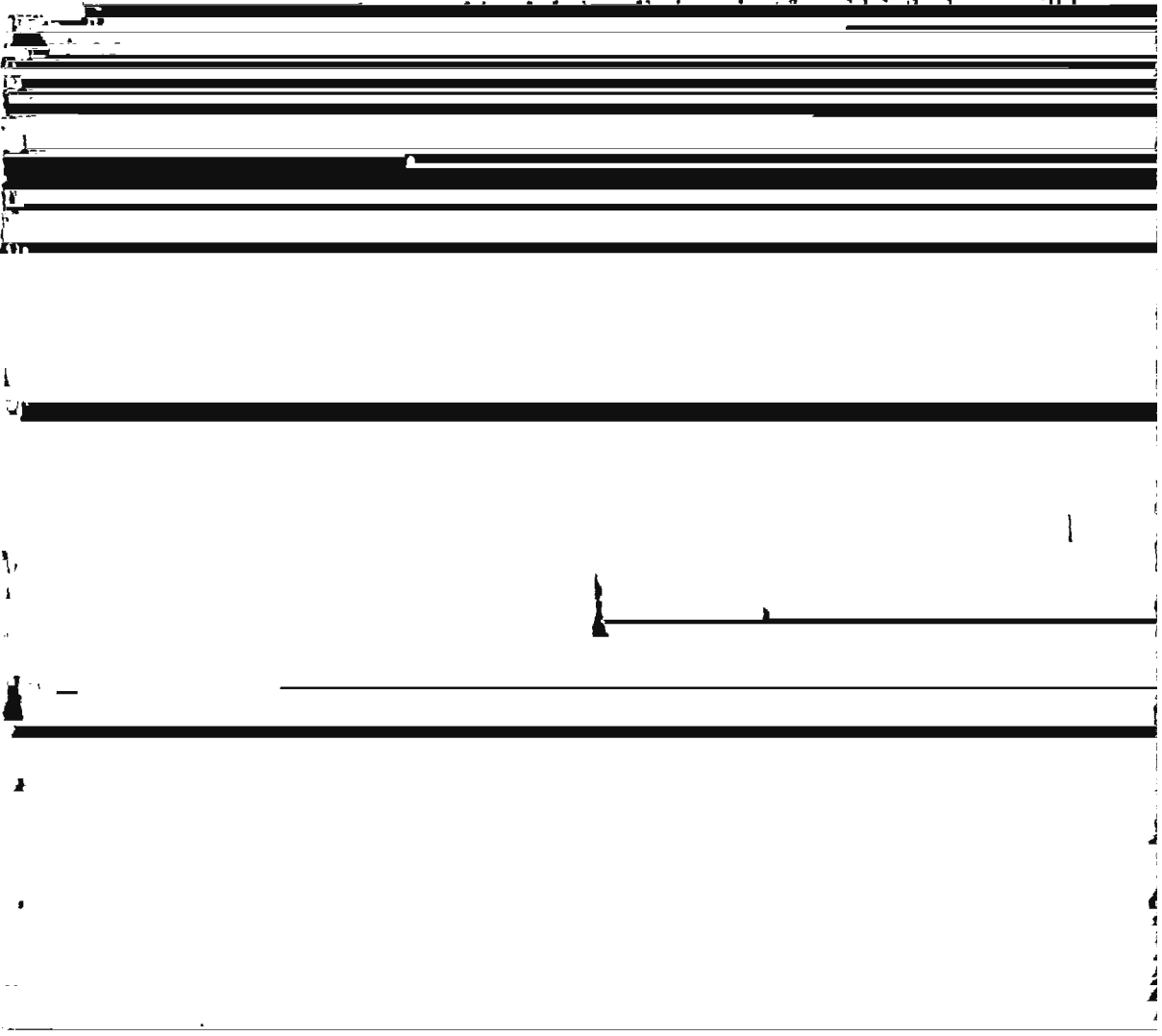
20.3.3 The Superintendent or designee shall maintain a current determination of each employee's seniority.

20.4 **ORDER OF LAYOFF**

The employee who has been employed the shortest time in the classification, hours, and work year to be eliminated or for which the hours will be reduced shall be laid off first.

20.5 **DISTRICT AND UNION RIGHTS**



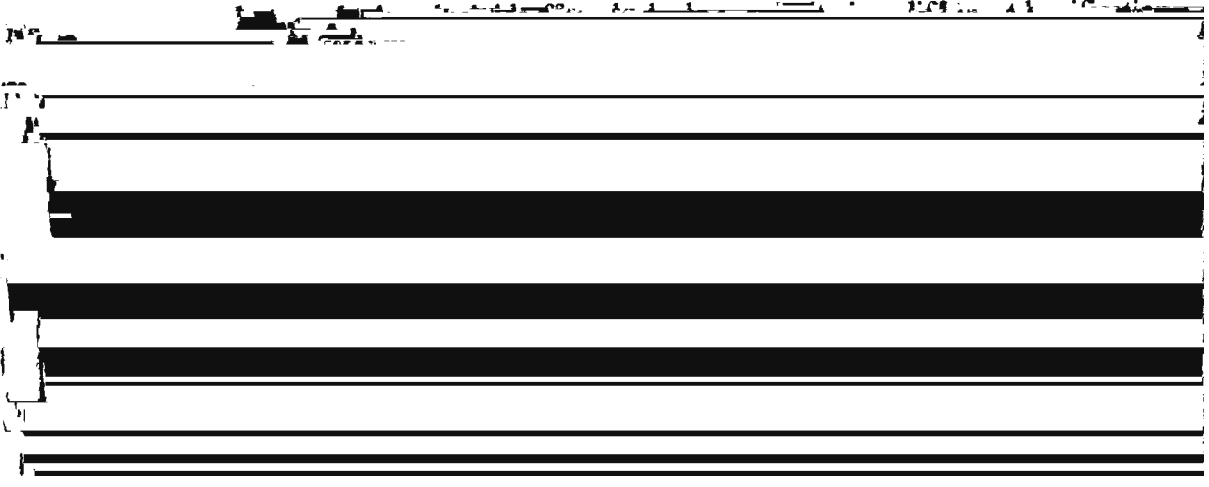


reduced may displace the employee within his/her classification, hours, and work year who has the least seniority.

20.6.4

r Classification

The employee having the least seniority within his/her classification, hours, and



in preference of new applicants. Persons so laid off also have the right to apply and establish their qualification for vacant promotional positions within the District during the thirty-nine (39) month period.

20.8.2

Employees who take voluntary demotions or voluntary reductions in assigned

positions shall be granted the same rights as persons laid off and

reclassified or reassigned, shall be granted the same rights as persons laid off and

reclassified or reassigned, shall be granted the same rights as persons laid off and

ARTICLE 24 DURATION

The District proposes the following changes to this Article.

24.1 EFFECT

This Agreement shall be effective after ratification by the Board and by the Union.

24.2 DURATION

~~This Agreement shall be effective upon ratification by the parties and shall begin~~

July 1, ~~2020~~¹⁷ and will remain in effect until June 30, 2023~~0~~.

24.3 REOPENING

24.4 SIGNING OF AGREEMENT

[Signatures on Following Page]

THIS AGREEMENT SHALL BECOME EFFECTIVE ON THE DATE RATIFICATION IS

COMPLETED BY THE BOARD OF EDUCATION OF THE SACRAMENTO CITY UNIFIED SCHOOL DISTRICT AND THE TEAMSTERS CLASSIFIED SUPERVISORS UNION.

IN WITNESS WHEREOF, the Union has caused this Agreement to be signed by its representatives and the Board of Education has caused this Agreement to be signed by its representatives, and attested by its clerk.

FOR THE UNION:

Daurie
TCS Business Agent

Bettina Tapp
TCS Representative

Steven Flack
TCS Representative

Nick Vargas
TCS Representative

FOR THE DISTRICT:

Board President