

Tentative Agreement

By & Between

The Sacramento City Unified School District
&
The Sacramento City Teachers Association
August 29, 2023

To re-establish a more cooperative, constructive approach to labor relations, the Sacramento City Unified School District (SCUSD) and the Sacramento City Teachers Association (SCTA) hereby agree as follows:

1. **Extension of Contract:** The Collective Bargaining Agreement will be extended through June 30, 2025, except as noted Paragraph 5 (Completion of Negotiations/Reopeners).
2. **Recruitment and Retention of Staff:** To immediately address the recruitment and retention of certificated staff in SCUSD, the parties agree to a ten percent (10%) across-the-board salary increase for all certificated employees represented by SCTA, which will be added to salary schedules, effective retroactive to July 1, 2022.
3. **Additional Adjustment to Salary Schedules for Difficult to Fill Positions:** The salary schedules for the following job classifications shall be increased by an additional six percent (6%) effective retroactive to July 1, 2022;
 - special-education-credentialed unit members working in a special education position, including but not limited to: a) language speech and hearing specialists; b) resource teachers; c) special day class teachers d) program specialists
 - education audiologist,
 - assistive technology training specialists
 - school nurses
 - clinician, psychologist/social worker
 - social workers
 - school psychologists
 - lead school nurses
4. **Improved Substitute Pay:** Effective on July 1, 2022, the rates for day-to-day substitutes will be as follows, as reflected in the revised Section 12.2.2.1 and 12.2.2.2:
 - a. 12.2.2.1: One hundred fifty-four dollars and thirty-four cents (\$154.34) for each full day of substitute service up to and including the first (1st) day of assignment. This is the rate that will be deducted from an employee's salary when they are absent and using differential leave, except when the differential leave is for parental leave

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purposes in which case the employee will be paid not less than 50% of their salary of their salary or other rate as required by law.

- b. 12.2.2.2 [\$355 matched to closest current daily rate after July 1, 2022 retro pay is added to the K-12 and other salary schedules, or long-term rate whichever is higher] for each full day of assignment after the second (2nd) day of assignment.


5. **Completion of Negotiations/Reopener Process:** The parties agree that this Agreement closes all negotiations for the period July 1, 2022 through June 30, 2023. The parties further agree that this Agreement closes negotiations for the period of July 1, 2023 through June 30, 2025, except for reopeners on the following items:

- a. Article 12 Compensation, including salaries for the 2023-2024 and 2024-2025 school years
- b. Article 17 Class Size
- c. Article 8 Transfers

Other items will only be introduced into the negotiations by mutual agreement.

- 6. The parties will make every reasonable effort to reach an agreement on the reopener items by no later than November 15, 2023.
- 7. This interim agreement will be implemented upon approval by both parties.
- 8. The District agrees that retroactive payments will be received by no later than sixty (60) days after approval by both parties. Due to the complexity of calculating retroactivity for substitutes, the District agrees that retroactive payments for substitutes only will be received no later than up to ninety (90) days after approval by both parties. The District agrees to provide an update every thirty (30) days of its progress on providing retroactive payments.

For SCTA

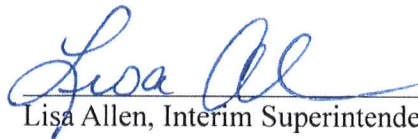


Nikki Milevsky, President

8/30/23

Date

For SCUSD



Lisa Allen, Interim Superintendent

8/30/23

Date