

Tentative Agreement
Between
Sacramento City Unified School District
&
Sacramento City Teachers Association
February 6, 2024

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In furtherance of continued efforts to establish a more cooperative and constructive approach to labor relations, the Sacramento City Unified School District (SCUSD) and the Sacramento City Teachers Association (SCTA) hereby agree as follows:

1. This Agreement consists of and incorporates the terms of the following Tentative Agreements: Article 8 (Transfers), Article 12 (Compensation), and Article 17 (Class Sizes).
2. This Agreement also incorporates those terms of the February 6, 2024 Settlement Agreement between the District and SCTA to the extent the terms of that Agreement expand on or further define terms of Articles 8, 12, and/or 17. In addition, the discussions between the District and SCTA related to the February 6, 2024 Settlement Agreement, exclusive of privileged communications between the parties and their respective counsel, are part of the bargaining history and record relevant to this Agreement.
3. Unless otherwise noted, the changes made to Article 8 will be implemented as part of the District's hiring efforts, upon approval by both parties. Unless otherwise noted, the changes made to Article 12 will take effect for the 2023-2024 school year. Unless otherwise noted, changes to Article 17 will take effect for the 2024-2025 school year.
4. This Agreement completely resolves negotiations for the 2023-2024 and 2024-2025 school years. All other terms of the Collective Bargaining Agreement shall remain in full force and effect, except as modified by the terms of the Tentative Agreements referenced in Paragraph 1 of this Agreement. The Collective Bargaining Agreement will be extended through June 30, 2025.
5. Consistent with Paragraph ___ of the Tentative Agreement on Article 12, Paragraph 13.18 (B) of Article 13 (Health Benefits) shall be amended as follows:

~~B. — Pay as You Go and Additional Pre-funding: — In addition to continue pay the monthly/annual costs of health insurance benefits for eligible retirees (pay as you go), the District will contribute an additional one and one-half percent (1.5%) of the total payroll for bargaining unit employees which shall be placed in the jointly administered GASB fund. The contribution, which shall occur on or before January 1 of each year, shall be calculated on the total payroll for bargaining unit certificated employees in the preceding fiscal year, which ends June 30th. The District may suspend this payment if in the preceding year, the District ends the year in an operating deficit, as established in the annual audited financial statement, or if the budget is in qualified status.~~

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Although Article 13 is not currently open in these reopener contract negotiations, the Parties agree that this change will be incorporated into Article 13 to reflect the Parties agreement to make the above change as part of the negotiations on Article 12 (Compensation).

The Parties further acknowledge that the savings achieved by this change were used to increase the across-the-board increase in 2023-24 from 4% to 6%.

6. This agreement will be implemented upon approval and/or ratification by both parties.
7. The District agrees that retroactive payments due to employees will be provided by no later than ninety (90) days of approval by both parties.

For SCTA



Nikki Milevsky, President

For SCUSD



Lisa Allen, Interim Superintendent