



AB 1200 Disclosure: Approval of Agreement between SCUSD and Teamsters Classified Supervisors

Board Meeting

May 16, 2024

Agenda Item No. 10.1

Presented by:

Janea Marking, Chief Business and Operations Officer

Cancy McArn, Chief HR Officer

Key Provisions of SCUSD & TCS – Overall

Negotiations Team

- Cancy McArn, Chief HR Officer and Lead Negotiator
- Janea Marking, Chief Business and Operations Officer
- Jesse Castillo, Assistant Superintendent, Business Services
- Chris Ralston, Assistant Superintendent, Facilities Support Services
- Manpreet Kaur, Director, Youth Development
- Dan Schallock, Director, Employee Relations
- Monica Garland, Specialist, Personnel
- Roy Combs, F3 Legal

- Agreement on
 - Article 6 - Compensation for 2023-2024 and 2024-2025
 - Article 11 - Vacations
 - Longevity Incentive Adjustments
 - Early Opening Impact Days
 - Classification and Compensation Study

- Concludes successor negotiations for the 2023-2024, 2024-2025, and 2025-2026 school years, except for noted reopeners.

Key Provisions of SCUSD & TCS – Article 6

Compensation:

- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented TCS members employed by Sacramento City Unified District.
- An additional two percent (2%) across-the-board salary increase for the 2024-25 school year for all represented TCS members employed by Sacramento City Unified District.

Key Provisions of SCUSD & TCS – Article 11

Vacation:

- The parties agree that Article 11.4.4 language will be amended as follows:
- Earned vacation is to be taken within twelve (12) months following earning except that a maximum of ~~twelve (12)~~ **seventeen (17)** days may be accumulated beyond that period. After the completion of five (5) years of District service, ~~fourteen (14)~~ **nineteen (19)** days may be accumulated.

Key Provisions of SCUSD & TCS Agreement

Longevity Incentive Adjustments:

- Longevity Steps: Commencing with the 2023 -2024 school year, TCS members will be eligible for longevity steps at the following years:
 - 10 years of service = 3% of employee's base salary
 - 16 years of service = 4.5% of employee's base salary
 - 19 years of service = 6% of employee's base salary
 - 22 years of service = 7.5% of employee's base salary
 - 25 years of service = 9% of employee's base salary
 - 30 years of service = 10.5% of employee's base salary

Key Provisions of SCUSD & TCS Agreement

Early Opening Impact Days:

- The parties agree that if the State Board of Education (SBE) approves the waiver requested by the District to increase the school year by eight (8) instructional days in the 2024-2025 and the 2025-2026 school years, then the parties agree the 10-month work calendar for TCS will be increased by eight (8) additional work days for the 2024-2025 and the 2025-2026 school years:
 - Calendar N will increase from 188 work days to 196 work days
- If the SBE approves the District's waiver request, those TCS members on a 12-month calendar, will receive eight (8) Early Opening Impact Days for the 2024-2025 and the 2025-2026 school years that can be used throughout those school years, with prior approval.

Key Provisions of SCUSD & TCS Agreement

Classification and Compensation Study:

- TCS agrees to withdraw its prior request that the District conduct a classification and compensation study.

AB 1200 - Fiscal Impact

- **FY 2023-24:** estimated cost of \$139K (will be reflected in 2023-24 budget year) for all funds
- **FY 2024-25 and 2025-26** - estimated ongoing cost of \$208K for all funds

Fiscal Impact – Multi-Year Projections

Sacramento City Unified School District 2023-24 Second Interim Budget

Description	Second Interim Budget 2023-24			Projection 2024-25			Projection 2025-26		
	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined
Total Revenue	520,088,413	270,122,981	790,211,395	506,916,607	144,741,208	651,657,815	508,096,602	144,741,208	652,837,810
Projected Expenditures	446,816,518	406,019,133	852,835,651	434,440,082	335,372,826	769,812,908	451,878,470	287,200,897	739,079,367
UPE Projected Cost - 4% & 6%	801,461	132,398	933,859	1,218,221	201,245	1,419,466	1,218,221	201,245	1,419,466
Teamsters Projected Cost - 4% & 6%	264,896	20,310	285,206	397,344	30,465	427,809	397,344	30,465	427,809
TCS Projected Cost - 4% & 6%	3,353	80,498	83,851	5,029	120,747	125,776	5,029	120,747	125,776
Materials/Operating Adjustment		(233,206)	(233,206)		(352,457.79)	(352,458)		(352,457.79)	(352,458)
Total Expenditures	447,886,228	406,019,133	853,905,361	436,060,676	335,372,826.18	771,433,502	453,499,063	287,200,896.87	740,699,960
Deficit/Surplus	72,202,185	(135,896,152)	(63,693,967)	70,855,931	(190,631,618)	(119,775,687)	54,597,539	(142,459,689)	(87,862,150)
Other Uses	2,368,261	-	2,368,261	2,368,261	-	2,368,261	2,368,261	-	2,368,261
Contributions to Restricted	(122,013,844)	122,013,844	-	(126,299,305)	126,299,305	-	(136,125,709)	136,125,709	-
Net increase (decrease)	(47,443,398)	(13,882,308)	(61,325,706)	(53,075,113)	(64,332,313)	(117,407,426)	(79,159,909)	(6,333,980)	(85,493,889)
Beginning Balance	135,640,173	122,292,561	257,932,735	88,196,776	108,410,253	196,607,029	35,121,663	44,077,940	79,199,603
Ending Balance	88,196,776	108,410,253	196,607,029	35,121,663	44,077,940	79,199,603	(44,038,246)	37,743,960	(6,294,286)
Revolving/Stores	325,000		325,000	325,000		325,000	325,000		325,000
Reserve for Econ Uncertainty (2%)	17,009,348		17,009,348	15,348,893		15,348,893	14,734,222		14,734,222
Restricted Programs	-	108,410,253	108,410,253	-	44,077,940	44,077,940	-	37,743,960	37,743,960
Unassigned/Unappropriated	70,013,851	-	70,013,851	18,599,193	-	18,599,193	(59,946,046)	-	(59,946,046)

*MYP reflects estimated costs of compensation improvement proposals for UPE, Teamsters and TCS

AB 1200 Public Disclosure

