



AB 1200 Disclosure: Approval of Agreement between SCUSD and Teamsters, Local 150

Board Meeting

May 16, 2024

Agenda Item No. 10.2

Janea Marking, Chief Business and Operations Officer

Cancy McArn, Chief HR Officer

Key Provisions of SCUSD & Teamsters – 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 17 - Professional Growth Program
 - Longevity Incentive Adjustments
 - Early Opening Impact Days
 - Staffing Ratios
 - 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 & Teamsters – Article 6

Compensation:

- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented Teamsters 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 Teamsters members employed by Sacramento City Unified District.

Key Provisions of SCUSD & Teamsters – Article 17

Professional Growth Program:

- The parties agree that Article 17.6 language will be amended as follows:
- Effective July 1, 2024 the compensation per unit of allowable credit and maximum number of units shall be increased as indicated below:
- 0-6.5 ~~\$6~~ **\$8**
- 7-13.5 ~~\$7~~ **\$10**
- 14-20.5 ~~\$8~~ **\$11**
- 21-48.5 ~~\$9~~ **\$12.50**
- 49-60 ~~\$10~~ **\$14**
- All allowable units will receive the increase per unit credit upon advancement to a higher per unit credit.
- The remainder of the Article 17.6 remains the same.

Key Provisions of SCUSD & Teamsters Agreement

Longevity Incentive Adjustments:

- Longevity Steps: Commencing with the 2023 -2024 school year, Teamsters 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 & Teamsters 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 that Teamsters 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 & Teamsters Agreement

Staffing Ratios:

- In the fall of each year, the District shall provide Teamsters with the anticipated operations staffing ratio for the next school year. Teamsters shall have 15 days to provide feedback and/or meet with a District designee on the staffing ratio for the next school year.

Key Provisions of SCUSD & Teamsters Agreement

Classification and Compensation Study:

- Teamsters 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 \$303.5K (will be reflected in 2023-24 budget year) for all funds
- FY 2024-25 and 2025-26 - estimated ongoing cost of \$455K 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

