



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 11.1

Meeting Date: April 10, 2025

Subject: Hearing and Adoption of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2025-2026 Re-Opener

- ☐ Information Item Only
- ☐ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☒ Conference/Action
- ☐ Action
- ☒ Public Hearing

Recommendation: Hearing and Adoption of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2025-2026 Re-Opener.

Background/Rationale: Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice and adoption of the District's initial proposals

Financial Considerations: TBD

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, & Welcoming and Safety Outcomes

Documents Attached:

1. Public Hearing Notice
2. Sunshine Proposal to Teamsters Classified Supervisors (TCS)
3. Executive Summary

Estimated Time of Presentation: 5 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer and Lead Negotiator

Approved by: Lisa Allen, Superintendent

Sacramento City Unified School District

Hearing and Adoption of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2025-2026 Re-Opener.

NOTICE OF PUBLIC HEARING

The Sacramento City Unified School District hereby gives notice that a Public Hearing will be held as follows:

Topic of Hearing:

Consideration and Public Notice of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2025-2026 Re-Opener.

Copies of this program may be inspected at:

**The Serna Center
5735 47th Avenue
Sacramento, CA 95824**

HEARING DATE: Thursday, April 10, 2025

TIME: 6:00 p.m.

LOCATION: The Serna Center
5735 47th Avenue
Sacramento, CA 95824

FOR ADDITIONAL INFORMATION CONTACT: SCUSD Human Resource Services Department
(916) 643-9050

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
April 10, 2025
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE
TEAMSTERS CLASSIFIED SUPERVISORS (TCS) FOR 2025-2026 RE-OPENER**

The current master agreement for the classified employee bargaining unit represented by the Teamsters Classified Supervisors ("TCS") expires on June 30, 2026, with re-openers agreed to for the 2025-2026 school year. A copy of that master agreement ("CBA") is available for viewing on the District's web site at www.scusd.edu.

Pursuant to Government Code section 3547, the District's and TCS's initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the re-opener contract, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to "sunshine" its initial proposal and commence negotiations with TCS.

ACTION BY THE BOARD OF EDUCATION AS FOLLOWS:

The Board hereby presents the District's initial proposal for public comment, and thereafter adopts the following initial proposal for 2025-2026 re-opener negotiations. It is the Board's intent that the District work collaboratively with TCS's negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District, while ensuring the fiscal solvency of the District.

The District will make proposals to any or all of the articles below to make updates to language to ensure consistency with state and federal law, to ensure the fiscal solvency of the District, and to maintain the efficient operation of the District.

ARTICLE 6: COMPENSATION

ARTICLE 8: HOURS

ARTICLE 9: ASSIGNMENTS

ARTICLE 10: HOLIDAYS

ARTICLE 11: VACATIONS

ARTICLE 13: TRANSFERS/PROMOTIONS

ARTICLE 14: PERFORMANCE EVALUATIONS

ARTICLE 15: PERSONNEL FILES

ARTICLE 17: PROFESSIONAL GROWTH PROGRAM

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2025-2026 re-opener contract negotiations with TCS on April 10, 2025

Jasjit Singh
President of the Board of Education

Lisa Allen
Superintendent

Board of Education Executive Summary

Human Resource Services and Legal Services

Hearing and Adoption of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS) Collective Bargaining Agreement Negotiations for 2025-2026 Re-Opener.



April 10, 2025, Board Meeting

I. Overview/History of Department or Program: Pursuant to the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice of the District's initial proposals to the TEAMSTERS CLASSIFIED SUPERVISORS (TCS) related to collective bargaining of re-opener for the 2025-2026 school year.

II. Driving Governance: Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the successor contract, and to allow the Board an opportunity to provide and receive comment, the District's initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District's initial proposal is also now presented to the Board at this meeting for final approval and "sunshining."

III. Budget: TBD

IV. Goals, Objectives, and Measures: The current collective bargaining agreement ("CBA") with Teamsters Classified Supervisors (TCS) will expire on June 30, 2026. The District is taking this initial step to begin the process of reaching an agreement on a re-opener of the CBA through the 2025-2026 school year. The District seeks to negotiate in good faith additions and changes to the CBA that again ultimately seeks to improve outcomes for all District students and ensuring the fiscally sustainable operation of the District in the short and long term. The District is seeking to "sunshine" its initial proposal and commence negotiations with TCS.

V. Major Initiatives: Graduation Outcomes, Academic Outcomes, & Welcoming and Safety Outcomes.

VI. Results: The District intends to work with Teamsters Classified Supervisors (TCS) in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by Teamsters Classified Supervisors (TCS).

VII. Lessons Learned/Next Steps: Approve the District's initial proposal.