



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 11.2

**Meeting Date:** February 6, 2025

**Subject:** Approval of Sacramento City Unified School District's Initial Proposal ("Sunshine Proposal") To The Sacramento City Teachers Association For 2025-2026 Successor Negotiations

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

**Recommendation:** Hearing and Approval of Sacramento City Unified School District's Initial Proposal ("Sunshine Proposal") to the Sacramento City Teachers Association for 2025-2026 Successor Negotiations

**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 Consideration:** TBD

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

**Documents Attached:**

1. Sunshine Proposal to Sacramento City Teachers Associations – February 6, 2025
2. 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  
BOARD OF EDUCATION**

**February 6, 2025**

**SUNSHINING OF DISTRICT’S INITIAL PROPOSAL TO THE SACRAMENTO CITY  
TEACHERS ASSOCIATION FOR 2025-2026 SUCCESSOR NEGOTIATIONS**

The current master agreement for the employee bargaining unit represented by the Sacramento City Teachers Association (“SCTA”) expires on June 30th 2025. A copy of the agreement is available for viewing on the District’s web site at <https://www.scusd.edu/collective-bargaining-and-contracts>.

Pursuant to Government Code section 3547, the District’s initial bargaining proposal for these successor negotiations are required to be presented at a public meeting where members of the public may comment prior to commencing negotiations. The District’s initial proposal for 2025-2026 successor negotiations is presented to the Board of Education (“Board”) for a public reading at this public meeting. The District’s initial proposal is also now presented to the Board at this public meeting on for final approval and “sunshining.”

The below initial proposal seeks to negotiate in good faith additions and changes to the collective bargaining agreement that continue to provide an efficiently operating school District, while at the same time ensuring the fiscally sustainable operation of the District in the short and long term.

**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 a 2025-2026 successor negotiations. It is the Board’s intent that the District work collaboratively with SCTA’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 fiscally sustainable operations of the District. The following articles are subject to proposed amendments and modifications to identify efficiencies and areas of improvement, to maintain competitive total compensation and support the District’s fiscal solvency.

The following articles are being sunshined with the intent of proposing amendments, including but not limited to working to meet needs identified to bring alignment with the Multi-Tier Systems of Support (MTSS); to further enhance educational opportunities for students; to help provide employees with support and training; and to make needed updates to comply with the law.

ARTICLE 3: EFFECT OF AGREEMENT

ARTICLE 5: HOURS OF EMPLOYMENT

ARTICLE 6: EVALUATION

ARTICLE 7: ASSIGNMENTS

ARTICLE 9: LEAVES OF ABSENCE

ARTICLE 11: SAFETY CONDITIONS

ARTICLE 12: COMPENSATION

ARTICLE 15: SUBSTITUES

ARTICLE 17: CLASS SIZE

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2025-2026 successor negotiations with SCTA on February 6, 2025.

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Superintendent