



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1g

**Meeting Date:** February 6, 2025

**Subject:** Approve Labor Partners Agreement

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

**Division:** Human Resources Services

**Recommendation:** The recommendation is to approve Labor Partners Agreement.

**Background/Rationale:** The District and Service Employees International Union (SEIU), as parties to a collective bargaining agreement, have engaged in discussions regarding the reclassification of Electronics Technicians. Both parties have reached a mutual agreement to backdate the reclassification to July 1st, 2024, which includes a revised job description and a new hourly rate of \$45.62 for Electronics Technicians. This reclassification is aimed at aligning compensation and responsibilities with current job requirements, market conditions, and improving student outcomes.

**Financial Considerations** The financial impact of this reclassification will include the adjustment of hourly rates for Electronics Technicians to \$45.62, effective July 1st, 2024. The retroactive payments owed to affected employees will be calculated based on the revised salary schedule and paid out within 90 days of Board approval. These payments will cover the period from July 1st, 2024, to the date of approval and will be incorporated into the District's budget planning for the current fiscal year.

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

**Documents Attached:** Labor Partners Agreement

1. SEIU, Local 1021

**Estimated Time of Presentation:** N/A

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

**Approved by:** Lisa Allen, Superintendent

**Memorandum of Understanding**  
**Between**  
**Sacramento City Unified School District (SCUSD)**  
**&**  
**Service Employees International Union (SEIU)**

**RBackdating of Reclassification for Electronics Technicians**

**December 19, 2024**

This Memorandum of Understanding (MOU) is entered into by and between the Sacramento City Unified School District (SCUSD), hereinafter referred to as "District," and the Service Employees International Union Local 1021 (SEIU), hereinafter referred to as "Union."

**WHEREAS**, the District and the Union are parties to a collective bargaining agreement; and

**WHEREAS**, the District and Union have discussed the reclassification of Electronics Technicians and have mutually agreed to backdate the reclassification to July 1st, 2024;

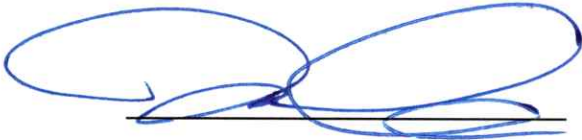
**NOW, THEREFORE**, the District and the Union hereby agree as follows:

1. **Reclassification Backdated to July 1st, 2024:** The District and the Union agree that the reclassification of Electronics Technicians will be effective as of July 1st, 2024. This reclassification includes a revised job description with a new hourly rate of \$45.62 on July 1st, 2024.
  
2. **Retroactive Payments:** Any retroactive payments owed to employees affected by this reclassification will be made as soon as possible, but no later than 90 days after the revised job description and associated salary schedule are approved by the Board of Education.
  
3. **Approval by Board of Education:** This MOU is contingent upon the approval of the revised job description and associated salary schedule by the Board of Education. Once

approved, the revised classification and salary schedule will take effect in accordance with the terms set forth in this MOU.

4. **No Precedent-Setting:** This MOU is entered into for the specific purpose of addressing the reclassification of Electronics Technicians and is not intended to set a precedent for any future reclassification or compensation matters. The terms of this MOU will not be cited or relied upon by either party in any other context or negotiation.

**For the District:**



Director of Employee Relations

Dan Schallock

Date: 1/10/25

**For SEIU:**



SEIU Chapter President

Karla Faucett

Date: 1/10/25