



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



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.



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



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



