SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 10.4

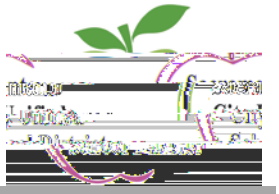
Meeting Date: November 6, 2014

Subject:

Board of Education Executive Summary

Human Resources & Employee Compensation

AB 1200 Disclosure and UPE Tentative Agreement



I. OVERVIEW / HISTORY

II. DRIVING GOVERNANCE

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Name of Bargaining Unit:	**UPE, SEIU, CSA andTeamsters**
Certificated, Classified, Other:	**Certificated, Classified**

(date) **(date)**

(date)

		Annual			
		Cost Prior to	Year 1	Year 2	Year 3
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		FY 13/14	FY 14/15	FY 15/16	FY 16/17
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	$65,087,348.17	$1,301,746.96	$1,965,637.91	$0.00
			2.00%	2.96%	0.00%
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	Included Above	Included Above	Included Above	Included Above
	Description of other compensation				
3	Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	$12,015,377.85	$250,404.18	$380,441.09	$0.00
			2.08%	3.10%	0.00%
4	Health/Welfare Plans	$25,243,776.00	$128,809.00	$128,809.00	$0.00
5	T0a.6(0)ƙ.72 Tm312.46647.68 166.2 21.72 re04				

9 .

The negotiated percentage increase was 2% effective July 1, 2014.

10 .

No

11 .

12 . **Yes** **No X**

D .

E.

No

F.

None

G.

N/A

The total increase of this agreement is 3% (2% FY 2014-15 and 1% FY 2015-16) and we plan to cover with part of LCFF funds. The projected increase is inlcuded in the Multi Year Projection.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Child Development Fund

Enter Bargaining Unit: UPE, SEIU, CSA andTeamsters

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:

	Column 1 Latest Board - Approved Budget Before Settlement (As of _____)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	$0	$0	$0	$0
Remaining Revenues (8100-8799)	$0	$0	$0	$0
TOTAL REVENUES	$0	$0	$0	$0
EXPENDITURES				
Certificated Salaries (1000-1999)	$0	$0	$0	$0
Classified Salaries (2000-2999)	$0	$0	$0	$0
Employee Benefits (3000-3999)	$0	$0	$0	$0
Books and Supplies (4000-4999)	$0	$0	$0	$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2014-15	2015-16	2016-17
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$424,617,135	$417,029,052	$427,537,793
b.	State Standard Minimum Reserve Percentage for this Distirct 2% enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR $50,000	$8,492,343	$8,340,581	$8,550,756

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	$8,763,133	$8,763,133	$8,763,133
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	$728,262	$6,423,494	$11,305,246
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	$0	$0	$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriate Amount (9790)	$0	$0	$0
g.	Total Available Reserves	$9,491,395	$15,186,627	$20,068,379
h.	Reserve for Economic Uncertainties Percentage	2.2%	3.6%	4.7%

3. Do unrestricted reserves meet the state minimum reserve amount?

2014-15	Yes X	No
2015-16	Yes	No
2016-17	Yes	No

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (I.e., increase was partially budgeted), explain the variance below: N/A

6. Please include any additional comments and explanation of Page 4 if necessary:

N/A - RL is not longer used

	$	**(Estimated)**
	$	**(Actual)**
(c) Amount of Current-Year Increase: (a) minus (b)	**$**	**0**
		N/A %
		%
		%
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for current year (Year 1)		**1.64%)**

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Sacramento City Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the UPE, SEIU, CSA andTeamsters Bargaining Units, during the term of the agreement from 07/01/2014 to 06/30/2016

The budget revisions necessary to meet the costs of the agreement is each year of its term are as follows:

Budget Adjustment Categories:	Budget Adjustment Increase (Decrease)
Revenues/Other Financing Sources	Increase
Expenditures/Other Financing Uses	Increase
Ending Balance Increase (Decrease)	Decrease

N/A _____ (No budget revisions necessary)

District Superintendent (Signature) — **Date**

Interim Chief Business Officer (Signature) — **Date**

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement..

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)	**Date**

Gerardo Castillo, CPA, Interim CBO	**(916) 643-9405**
Contact Person	**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on October 2, 2014 took action to approve the proposed Agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)	**Date**

Tentative Agreement
Between

[redacted]

And
Sacramento City Unified School District

This Agreement is made and entered into October 21. 2014 between

[redacted]

Coordinator III, Curriculum & Instruction - English Language
Coordinator III, Equity, Access, and Excellence

Director I, Federal and State Programs

Director I, Youth Development
Director II, Attendance, Dropout Prevention, and Recovery
Director II, Integrated Support Services
Director II, Multilingual Literacy
Director II, Social and Emotional Learning
Director II, Student Services/Alt Education
Principal, Elementary/Charter School
Principal, New Joseph Bonnheim

Article 5: Evaluation of Work Performance

4. The parties agree to revise the current language of the second paragraph of paragraph 4 of Article 5 to read as follows:

    a. Both parties agree to establish a Joint Evaluation Committee to review the current evaluation instrument and process. The committee will consist of equal members of UPE and District staff.

Article 7 –Salary and Health Benefits

F. The parties agree to add Section 4 to Article 7 to read as follows:

7. Under Article 7 of the current Collective Bargaining Agreement between the District and UPE, the Parties agree to participate in a "Health and Welfare Benefits Committee" for the purpose of studying fringe benefit coverage.

The Parties agree to add the following language to Article 7 (d) to read as follows:

a. Section 7 (d): The Benefits Committee shall study all matters related to fringe benefits coverage and make recommendations regarding feasibility and cost efficiency. Special emphasis shall be given to the future plan design of health care coverage offered to all employees of the District in light of requirements established for employers and individuals as a result of the Affordable Care Act and/or other applicable law and the need to control benefit cost.

b. Based on the "fair share" savings generated from the withdrawal of CalPERS Health Benefits, per the agreement signed and dated August 13, 2014, the District and UPE agree to apply this savings to increase the Employee-Only health coverage from 75% to 100% (Kaiser Single

a. Employees with accumulated vacation shall be allowed to cash out up to ten (10) days during each fiscal/school year. Employees desiring to cash

[redacted]

Department. Requests received by Payroll by October 1 will be reimbursed by November 30 and requests received by Payroll by May 1

[redacted]

13. This tentative agreement shall not be effective until [redacted]