

# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

**Meeting Date:** January 18, 2024

**Subject:** Public Hearing: AB 1200 Public Disclosure and Approval of MOU  
between SCUSD and the Teamsters, Local 150 Union

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

**Division:** Labor Relations; Business Services

**Recommendation:** Approve agreement between SCUSD and Teamsters for the 2022-23 year.

**Background/Rationale:** The parties' agreement is effective beginning July 1, 2022 and includes the following compensation items:

- A 10% salary schedule increase retroactive to July 1, 2022 for Teamsters employees employed by the district as of June 30, 2023
- An additional 6% salary schedule increase retroactive to July 1, 2022 for School Plant Operations Managers I, II and III (excluding training positions) job classifications for employees employed by the district as of June 30, 2023

The attached agreement closes all negotiations for the period from July 1, 2022 to June 30, 2023. Additionally, the agreement closes negotiations for the period of July 1, 2023 through June 30, 2026 except for reopeners on the following items:

- a. Article 6 - Compensation
- b. Article 8 - Hours
- c. Article 9 – Assignments
- d. Article 10

- h. Article 15 – Personnel Files
- i. Article 17 – Professional Growth Program
- j. Article 23 – Duration

**Financial Considerations:** Retroactive costs for all funds for the 2022-23 year of approximately \$953K, ongoing costs of \$953K in 2023-24, \$953K in 2024-25 and \$953K in 2025-26.

**LCAP Goals:** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; Operational Excellence.

**Documents Attached:**

- AB 1200 Disclosure
- MOU between SCUSD and Teamsters

<p><b>Estimated Time of Presentation:</b> 5 Minutes <b>Submitted by:</b> Janea Marking, Chief Business and Operation Officer <b>Approved by:</b> Lisa Allen, Interim Superintendent</p>
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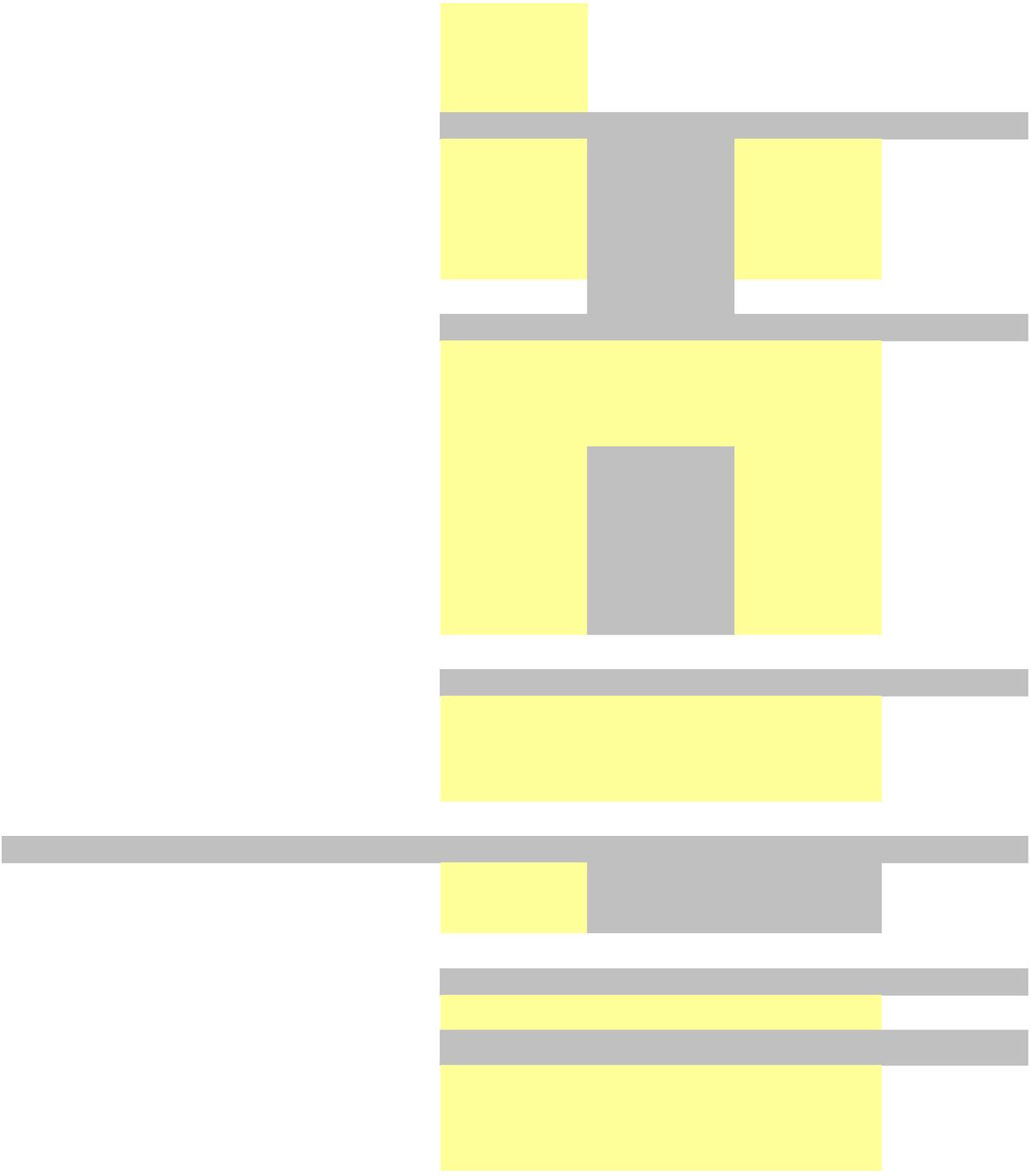
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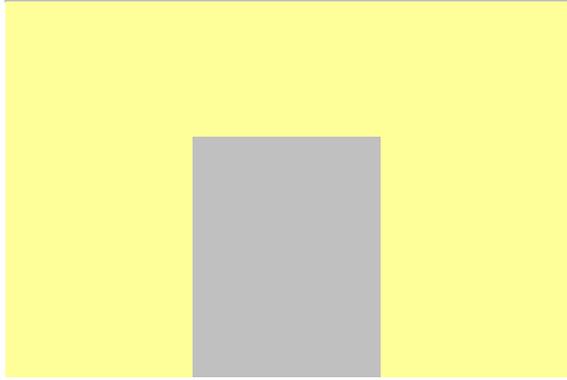
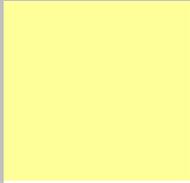
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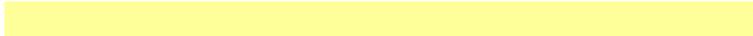
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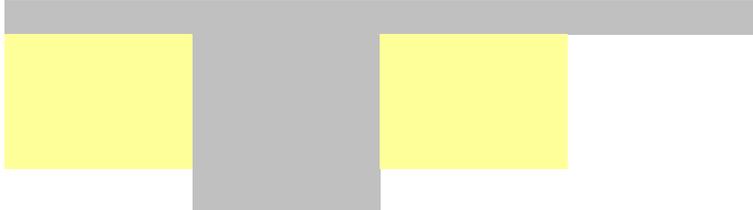




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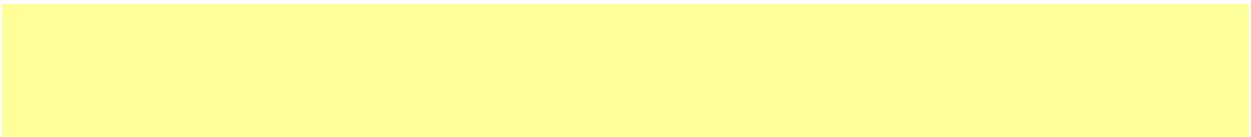
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Tentative Agreement

By & Between

The Sacramento City Unified School District  
&  
Teamsters, Local 150

December 20, 2023

The Sacramento City Unified School District (SCUSD) and Teamsters, Local 150, hereby agree as follows:

1. **Contract Term:** The Collective Bargaining Agreement will have a three-year term of July 1, 2023, through June 30, 2026, except for the re-openers in Paragraph #4.
2. **Salary Increase (2022-2023 Reopener):** The parties agree to a ten percent (10%) across-the-board salary increase for all employees represented by Teamsters and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022.

The parties agree to an additional six percent (6%) salary increase in recognition of the need to retain and recruit the following classifications for employees represented by Teamsters and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022:

School Plant Operations Managers I, II, and III (excluding training positions)

3. **Completion of Reopener Negotiations for 2022-2023:** The parties agree that this Agreement closes all negotiations for the period July 1, 2022 through June 30, 2023.
4. **Successor Bargaining:** The parties further agree that successor contract negotiations for the period of July 1, 2023 through June 30, 2026, will comprise of the following items below and mutually agreed upon by the parties including compensation, for salaries for the 2023-2024, 2024-2025, and 2025-2026-school years. The parties will utilize the information provided by a class and compensation study to facilitate this effort. Additional successor articles shall be:
  - a. Article 6: Compensation
  - b. Article 8: Hours
  - c. Article 9: Assignments
  - d. Article 10: Holidays
  - e. Article 11: Vacations
  - f. Article 13: Transfers/Promotions
  - g. Article 14: Performance Evaluations
  - h. Article 15: Personnel Files
  - i. Article 17 Professional Growth Program
  - j. Article 23: Duration

