

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

**Sacramento City Unified School District**

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION  
MAY 21, 2020  
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE  
TEAMSTERS, LOCAL 150 FOR 2020-2023 SUCCESSOR AGREEMENT**

The current master agreement for the classified employee bargaining unit represented by the Teamsters, Local 150 expires on June 30, 2020. A copy of that master agreement (“CBA”) is available for viewing on the District’s web site at [www.scusd.edu](http://www.scusd.edu).

Pursuant to Government Code section 3547, the District’s and Teamsters, Local 150 initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board. Since this matter involves the successor contract, and to allow the Board an opportunity to provide and receive comment, the District’s initial proposal for amending the CBA is presented to the Board at this public meeting for a public reading. The District’s initial proposal is also presented to the Board at this meeting for final approval and “sunshining.”

The below initial proposal seeks to negotiate in good faith additions and changes to the CBA that will benefit students and employees and ensure the fiscally sustainable operation of the District in the short and long term. As such, and in light of the budget difficulties currently faced by the District, the District is seeking to “sunshine” its initial proposal and commence negotiations with Teamsters, Local 150.

**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 2020-2023 successor agreement negotiations.

ARTICLE 4: DISTRICT RIGHTS

ARTICLE 5 UNION SECURITY

ARTICLE 6: COMPENSATION

ARTICLE 7: FRINGE BENEFITS

ARTICLE 8: HOURS

ARTICLE 9: ASSIGNMENTS

ARTICLE 10: HOLIDAYS

ARTICLE 11: VACATIONS

ARTICLE 12: LEAVES

ARTICLE 13: TRANSFERS/PROMOTIONS

ARTICLE 14: PERFORMANCE EVALUATIONS

ARTICLE 15: PERSONNEL FILES

ARTICLE 16: SAFETY

ARTICLE 17: PROFESSIONAL GROWTH PROGRAM

ARTICLE 18: GRIEVANCE PROCEDURES

ARTICLE 19: DISCIPLINARY PROCEDURE

ARTICLE 20: LAYOFF

ARTICLE 21: EFFECT OF AGREEMENT

ARTICLE 22: NO STRIKE

ARTICLE 23: DURATION

APPROVED:

AYES:

NOES:

ABSTAIN:

ABSENT:

Action was taken to adopt this District Initial Proposal for 2020-2023 successor contract negotiations with Teamsters, Local 150 on May 21, 2020.

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Jessie Ryan  
President of the Board of Education

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Jorge A. Aguilar  
Superintendent

# Board of Education Executive Summary

## Human Resource Services and Legal Services

Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Teamsters Union, Local 150 Collective Bargaining Agreement Negotiations for 2020-2023

May 21, 2020 Board Meeting



### I. Overview/History of Department or Program: