



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

**Meeting Date:** May 16, 2024

**Subject:** Public Hearing: AB 1200 Public Disclosure and Approval of MOU  
between SCUSD and the United Professional Educators (UPE)

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

**Division:** Labor Relations; Business Services

**Recommendation:** Approve agreement between SCUSD and UPE for school years 2023-24, 2024-25 and 2025-26.

**Background/Rationale:** The parties' agreement is effective beginning July 1, 2023 through June 30, 2026 and includes the following compensation items:

- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented UPE members employed by Sacramento City Unified District.
- An additional two percent (2%) across-the-board salary increase for the 2024-25 school year for all represented UPE members employed by Sacramento City Unified District.
- Adjustments to the longevity steps.

The attached agreement closes all negotiations for the period from July 1, 2023 to June 30, 2026.

**Financial Considerations:** Retroactive costs for all funds for the 2023-24 year of approximately \$995.2K, ongoing costs of \$1.5M for all funds.

**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 UPE

**Estimated Time of Presentation:** 5 Minutes

**Submitted by:** Janea Marking, Chief Business and Operation  
Officer

**Approved by:** Lisa Allen, Superintendent

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
**in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Sacramento City Unified School District
Name of Bargaining Unit:	United Professional Educators
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: **July 1, 2023** and ending: **June 30, 2026**  
(date) (date)

The Governing Board will act upon this agreement on: **June 2, 2024**  
(date)

**Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.**

**A. Proposed Change in Compensation**

Bargaining Unit Compensation  All Funds - Combined	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement <small>(Complete Years 2 and 3 multiyear and overlapping agreements and Step &amp; Column increases)</small>		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2023-24	2024-25	2025-26
1. <b>Salary Schedule</b> Including Step and Column	\$ 20,375,438	\$ 815,018	\$ 1,238,827	\$ 1,238,827
		4.00%	5.85%	5.52%
2. <b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 998,241		\$ -	\$ -
		0.00%	0.00%	0.00%
<b>Description of Other Compensation</b>				
3. <b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 4,502,972	\$ 180,119	\$ 273,781	\$ 273,781
		4.00%	5.85%	5.52%
4. <b>Health/Welfare Plans</b>	\$ 2,978,906	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5. <b>Total Bargaining Unit Compensation</b> Add Items 1 through 4 to equal 5	\$ 28,855,556	\$ 995,136	\$ 1,512,608	\$ 1,512,608
		3.45%	5.07%	4.82%
6. <b>Total Number of Bargaining Unit Employees</b> (Use FTEs if appropriate)	147.00			
7. <b>Total Compensation Average Cost per Bargaining Unit Employee</b>	\$ 196,296	\$ 6,770	\$ 10,290	\$ 10,290
		3.45%	5.07%	4.82%

**A. Proposed Change in Compensation (Continued)**

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

The parties agree to a 4% across the board salary increase retroactive to July 1, 2023 for all represented UPE members. The parties also agree to a 2% salary increase across the board for 2024-2025 school year. All changes will remain until the end of this agreement.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes  No   
If yes, please describe the cap amount.

**B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

NA

**C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

The settlement agreement and AB1200 reflect reductions to categorical program budgets for materials/supplies and operating costs to offset the projected increase in salary and benefit costs. Additionally, the district continues strategic planning for future budget adjustments necessary to balance the budget.

**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

NA

**E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

NA

**F. Source of Funding for Proposed Agreement:**

1. Current Year

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

NA

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Unrestricted General Fund  
United Professional Educators**

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (3/7/24)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>					
LCFF Revenue	8010-8099	\$ 500,355,264		\$ -	\$ 500,355,264
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 12,144,270		\$ -	\$ 12,144,270
Other Local Revenue	8600-8799	\$ 7,588,879		\$ -	\$ 7,588,879
<b>TOTAL REVENUES</b>		\$ 520,088,413		\$ -	\$ 520,088,413
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 218,797,664	\$ 656,397	\$ -	\$ 219,454,061
Classified Salaries	2000-2999	\$ 52,646,090	\$ -	\$ 195,945	\$ 52,842,035
Employee Benefits	3000-3999	\$ 139,273,776	\$ 145,064	\$ 72,304	\$ 139,491,144
Books and Supplies	4000-4999	\$ 8,116,981		\$ -	\$ 8,116,981
Services and Other Operating Expenditures	5000-5999	\$ 33,534,652		\$ -	\$ 33,534,652
Capital Outlay	6000-6999	\$ 1,547,177		\$ -	\$ 1,547,177
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,510,300		\$ -	\$ 1,510,300
Transfers of Indirect Costs	7300-7399	\$ (8,610,122)		\$ -	\$ (8,610,122)
<b>TOTAL EXPENDITURES</b>		\$ 446,816,518	\$ 801,461	\$ 268,249	\$ 447,886,228
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979	\$ 2,475,399	\$ -	\$ -	\$ 2,475,399
Transfers Out and Other Uses	7600-7699	\$ 107,138	\$ -	\$ -	\$ 107,138
Contributions	8980-8999	\$ (122,013,844)	\$ -		\$ (122,013,844)
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (46,373,688)	\$ (801,461)	\$ (268,249)	\$ (47,443,398)
<b>BEGINNING FUND BALANCE</b>					
	9791	\$ 135,640,173			\$ 135,640,173
Audit Adjustments/Other Restatements	9793/9795				\$ -
<b>ENDING FUND BALANCE</b>		\$ 89,266,485	\$ (801,461)	\$ (268,249)	\$ 88,196,776
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740				
Committed	9750-9760	\$ -	\$ -	\$ (10,000,000)	\$ (10,000,000)
Assigned	9780	\$ 848,577	\$ -	\$ -	\$ 848,577
Reserve for Economic Uncertainties	9789	\$ 17,009,348	\$ -	\$ (175,480)	\$ 16,833,868
Unassigned/Unappropriated Amount	9790	\$ 71,083,560	\$ (801,461)	\$ 9,907,231	\$ 80,189,331

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Restricted General Fund  
United Professional Educators**

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (3/7/24)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>					
LCFF Revenue	8010-8099	\$ 2,478,216		\$ -	\$ 2,478,216
Federal Revenue	8100-8299	\$ 148,230,947		\$ -	\$ 148,230,947
Other State Revenue	8300-8599	\$ 115,349,693		\$ -	\$ 115,349,693
Other Local Revenue	8600-8799	\$ 4,064,125		\$ -	\$ 4,064,125
<b>TOTAL REVENUES</b>		\$ 270,122,981		\$ -	\$ 270,122,981
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 91,290,982	\$ 108,434	\$ -	\$ 91,399,416
Classified Salaries	2000-2999	\$ 36,636,048		\$ 73,636	\$ 36,709,684
Employee Benefits	3000-3999	\$ 88,493,691	\$ 23,964	\$ 27,172	\$ 88,544,827
Books and Supplies	4000-4999	\$ 46,803,994			\$ 46,803,994
Services and Other Operating Expenditures	5000-5999	\$ 112,606,894		\$ -	\$ 112,606,894
Capital Outlay	6000-6999	\$ 22,969,217		\$ -	\$ 22,969,217
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 7,218,308		\$ -	\$ 7,218,308
<b>TOTAL EXPENDITURES</b>		\$ 406,019,133	\$ 132,398	\$ 100,808	\$ 406,252,340
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 122,013,844	\$ -	\$ -	\$ 122,013,844
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (13,882,308)	\$ (132,398)	\$ (100,808)	\$ (14,115,515)
<b>BEGINNING FUND BALANCE</b>					
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>		\$ 108,410,253	\$ (132,398)	\$ (100,808)	\$ 108,177,046
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 108,410,253	\$ -	\$ (233,207)	\$ 108,177,046
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (132,398)	\$ 132,398	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Combined General Fund**  
Bargaining Unit: United Professional Educators

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (3/7/24)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>					
LCFF Revenue	8010-8099	\$ 502,833,480		\$ -	\$ 502,833,480
Federal Revenue	8100-8299	\$ 148,230,947		\$ -	\$ 148,230,947
Other State Revenue	8300-8599	\$ 127,493,963		\$ -	\$ 127,493,963
Other Local Revenue	8600-8799	\$ 11,653,004		\$ -	\$ 11,653,004
<b>TOTAL REVENUES</b>		<b>\$ 790,211,394</b>		<b>\$ -</b>	<b>\$ 790,211,394</b>
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 310,088,646	\$ 764,832	\$ -	\$ 310,853,477
Classified Salaries	2000-2999	\$ 89,282,138	\$ -	\$ 269,581	\$ 89,551,719
Employee Benefits	3000-3999	\$ 227,767,467	\$ 169,028	\$ 99,476	\$ 228,035,970
Books and Supplies	4000-4999	\$ 54,920,975		\$ -	\$ 54,920,975
Services and Other Operating Expenditures	5000-5999	\$ 146,141,546		\$ -	\$ 146,141,546
Capital Outlay	6000-6999	\$ 24,516,394		\$ -	\$ 24,516,394
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 1,510,300		\$ -	\$ 1,510,300
Transfers of Indirect Costs	7300-7399	\$ (1,391,814)		\$ -	\$ (1,391,814)
<b>TOTAL EXPENDITURES</b>		<b>\$ 852,835,651</b>	<b>\$ 933,859</b>	<b>\$ 369,057</b>	<b>\$ 854,138,568</b>
<b>OTHER FINANCING SOURCES/USES</b>					
Transfer In and Other Sources	8900-8979	\$ 2,475,399	\$ -	\$ -	\$ 2,475,399
Transfers Out and Other Uses	7600-7699	\$ 107,138	\$ -	\$ -	\$ 107,138
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>		<b>\$ (60,255,996)</b>	<b>\$ (933,859)</b>	<b>\$ (369,057)</b>	<b>\$ (61,558,912)</b>
<b>BEGINNING FUND BALANCE</b>					
	9791	\$ 257,932,734			\$ 257,932,734
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>		<b>\$ 197,676,738</b>	<b>\$ (933,859)</b>	<b>\$ (369,057)</b>	<b>\$ 196,373,822</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ 325,000	\$ -	\$ -	\$ 325,000
Restricted	9740	\$ 108,410,253	\$ -	\$ (233,207)	\$ 108,177,046
Committed	9750-9760	\$ -	\$ -	\$ (10,000,000)	\$ (10,000,000)
Assigned	9780	\$ 848,577	\$ -	\$ -	\$ 848,577
Reserve for Economic Uncertainties	9789	\$ 17,009,348	\$ -	\$ (175,480)	\$ 16,833,868
Unassigned/Unappropriated Amount	9790	\$ 71,083,560	\$ (933,859)	\$ 10,039,630	\$ 80,189,331

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 12 - Child Development Fund**

Bargaining Unit:

United Professional Educators

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (3/7/24)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>					
Federal Revenue	8100-8299	\$ 7,441,808		\$ -	\$ 7,441,808
Other State Revenue	8300-8599	\$ 11,344,294		\$ -	\$ 11,344,294
Other Local Revenue	8600-8799	\$ 1,420,647		\$ -	\$ 1,420,647
<b>TOTAL REVENUES</b>		<b>\$ 20,206,750</b>		<b>\$ -</b>	<b>\$ 20,206,750</b>
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 4,851,589	\$ 13,365	\$ -	\$ 4,864,955
Classified Salaries	2000-2999	\$ 2,887,855	\$ -	\$ -	\$ 2,887,855
Employee Benefits	3000-3999	\$ 5,890,322	\$ 2,954	\$ -	\$ 5,893,276
Books and Supplies	4000-4999	\$ 4,794,380		\$ -	\$ 4,794,380
Services and Other Operating Expenditures	5000-5999	\$ 330,872		\$ -	\$ 330,872
Capital Outlay	6000-6999	\$ 24,651		\$ -	\$ 24,651
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499			\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 567,320		\$ -	\$ 567,320
<b>TOTAL EXPENDITURES</b>		<b>\$ 19,346,990</b>	<b>\$ 16,319</b>	<b>\$ -</b>	<b>\$ 19,363,309</b>
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>		<b>\$ 859,760</b>	<b>\$ (16,319)</b>	<b>\$ -</b>	<b>\$ 843,441</b>
<b>BEGINNING FUND BALANCE</b>					
	9791	\$ 1,239,859			\$ 1,239,859
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>		<b>\$ 2,099,619</b>	<b>\$ (16,319)</b>	<b>\$ -</b>	<b>\$ 2,083,300</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 1,867,106	\$ -	\$ -	\$ 1,867,106
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 232,513	\$ -	\$ -	\$ 232,513
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (16,319)	\$ -	\$ (16,319)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund: **Charter Fund 09**  
Bargaining Unit: **United Professional Educators**

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (3/7/24)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>					
Federal Revenue	8100-8299	\$ 702,633		\$ -	\$ 702,633
Other State Revenue	8300-8599	\$ 2,339,081		\$ -	\$ 2,339,081
Other Local Revenue	8600-8799	\$ 5,000		\$ -	\$ 5,000
<b>TOTAL REVENUES</b>		\$ 3,046,714		\$ -	\$ 3,046,714
<b>EXPENDITURES</b>					
Certificated Salaries	1000-1999	\$ 9,824,941	\$ 36,821	\$ -	\$ 9,861,762
Classified Salaries	2000-2999	\$ 1,267,415	\$ -	\$ 7,164	\$ 1,274,579
Employee Benefits	3000-3999	\$ 6,294,201	\$ 8,137	\$ 2,644	\$ 6,304,982
Books and Supplies	4000-4999	\$ 3,532,887		\$ -	\$ 3,532,887
Services and Other Operating Expenditures	5000-5999	\$ 2,232,066		\$ -	\$ 2,232,066
Capital Outlay	6000-6999	\$ 183,608		\$ -	\$ 183,608
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 75,270		\$ -	\$ 75,270
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>		\$ 23,410,387	\$ 44,958	\$ 9,808	\$ 23,465,153
<b>OTHER FINANCING SOURCES/USES</b>					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 2,475,399	\$ -	\$ -	\$ 2,475,399
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (22,839,072)	\$ (44,958)	\$ (9,808)	\$ (22,893,838)
<b>BEGINNING FUND BALANCE</b>					
	9791	\$ 15,520,269			\$ 15,520,269
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>		\$ (7,318,803)	\$ (44,958)	\$ (9,808)	\$ (7,373,569)
<b>COMPONENTS OF ENDING FUND BALANCE:</b>					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 5,692,901	\$ -	\$ -	\$ 5,692,901
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 6,340,560	\$ -	\$ -	\$ 6,340,560
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (19,352,265)	\$ (44,958)	\$ (9,808)	\$ (19,407,031)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:**

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 268,249	Projected total cost of other settlement agreements including UPE, Teams
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 100,808	Reductions to books/operating costs to offset increase in salaries/benefits.
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 9,808	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Unrestricted General Fund MYP**

Bargaining Unit:

United Professional Educators

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 500,355,264	\$ 486,482,344	\$ 487,802,278
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 12,144,270	\$ 16,034,263	\$ 16,034,263
Other Local Revenue 8600-8799	\$ 7,588,879	\$ 4,400,000	\$ 4,400,000
<b>TOTAL REVENUES</b>	\$ 520,088,413	\$ 506,916,607	\$ 508,236,541
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 219,454,061	\$ 215,574,319	\$ 220,809,837
Classified Salaries 2000-2999	\$ 52,842,035	\$ 48,090,834	\$ 49,464,653
Employee Benefits 3000-3999	\$ 139,491,144	\$ 136,552,400	\$ 147,553,448
Books and Supplies 4000-4999	\$ 8,116,981	\$ 8,736,981	\$ 8,736,981
Services and Other Operating Expenditures 5000-5999	\$ 33,534,652	\$ 31,711,263	\$ 31,711,263
Capital Outlay 6000-6999	\$ 1,547,177	\$ 86,235	\$ 86,235
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 1,510,300	\$ 1,510,300	\$ 1,510,300
Transfers of Indirect Costs 7300-7399	\$ (8,610,122)	\$ (6,757,168)	\$ (6,837,869)
Other Adjustments			
<b>TOTAL EXPENDITURES</b>	\$ 447,886,228	\$ 435,505,164	\$ 453,034,848
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 2,475,399	\$ 2,368,261	\$ 2,368,261
Transfers Out and Other Uses 7600-7699	\$ 107,138		
Contributions 8980-8999	\$ (122,013,844)	\$ (124,525,822)	\$ (137,787,851)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (47,443,398)	\$ (50,746,118)	\$ (80,217,896)
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 135,640,173	\$ 88,196,776	\$ 37,450,658
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 88,196,776	\$ 37,450,658	\$ (42,767,238)
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740			
Committed 9750-9760	\$ (10,000,000)	\$ -	\$ -
Assigned 9780	\$ 848,577	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,833,868	\$ 15,166,646	\$ 14,784,193
Unassigned/Unappropriated Amount 9790	\$ 80,189,331	\$ 21,959,012	\$ (57,876,431)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Restricted General Fund MYP**

Bargaining Unit:

United Professional Educators

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 2,478,216	\$ 2,478,216	\$ 2,478,216
Federal Revenue 8100-8299	\$ 148,230,947	\$ 39,139,778	\$ 39,139,778
Other State Revenue 8300-8599	\$ 115,349,693	\$ 98,850,518	\$ 98,850,518
Other Local Revenue 8600-8799	\$ 4,064,125	\$ 2,519,507	\$ 2,519,507
<b>TOTAL REVENUES</b>	\$ 270,122,981	\$ 142,988,019	\$ 142,988,019
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 91,399,416	\$ 90,845,159	\$ 72,221,407
Classified Salaries 2000-2999	\$ 36,709,684	\$ 37,094,592	\$ 29,212,415
Employee Benefits 3000-3999	\$ 88,544,827	\$ 94,471,291	\$ 83,064,708
Books and Supplies 4000-4999	\$ 46,803,994	\$ 13,035,699	\$ 13,136,290
Services and Other Operating Expenditures 5000-5999	\$ 112,606,894	\$ 83,731,333	\$ 86,719,153
Capital Outlay 6000-6999	\$ 22,969,217	\$ 4,483,222	\$ 4,483,222
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 7,218,308	\$ 5,365,354	\$ 5,446,055
Other Adjustments		\$ (2,563,999)	\$ (4,473,001)
<b>TOTAL EXPENDITURES</b>	\$ 406,252,340	\$ 326,462,652	\$ 289,810,250
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 122,013,844	\$ 124,525,822	\$ 137,787,851
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (14,115,515)	\$ (58,948,811)	\$ (9,034,380)
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 122,292,561	\$ 108,177,046	\$ 49,228,236
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 108,177,046	\$ 49,228,236	\$ 40,193,856
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 108,177,046	\$ 49,694,650	\$ 40,893,476
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (466,414)	\$ (699,620)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Sacramento City Unified School District  
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**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Combined General Fund MYP**

Bargaining Unit: **United Professional Educators**

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 502,833,480	\$ 488,960,560	\$ 490,280,494
Federal Revenue 8100-8299	\$ 148,230,947	\$ 39,139,778	\$ 39,139,778
Other State Revenue 8300-8599	\$ 127,493,963	\$ 114,884,781	\$ 114,884,782
Other Local Revenue 8600-8799	\$ 11,653,004	\$ 6,919,507	\$ 6,919,507
<b>TOTAL REVENUES</b>	<b>\$ 790,211,394</b>	<b>\$ 649,904,626</b>	<b>\$ 651,224,560</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 310,853,477	\$ 306,419,479	\$ 293,031,244
Classified Salaries 2000-2999	\$ 89,551,719	\$ 85,185,426	\$ 78,677,069
Employee Benefits 3000-3999	\$ 228,035,970	\$ 231,023,691	\$ 230,618,156
Books and Supplies 4000-4999	\$ 54,920,975	\$ 21,772,680	\$ 21,873,271
Services and Other Operating Expenditures 5000-5999	\$ 146,141,546	\$ 115,442,596	\$ 118,430,416
Capital Outlay 6000-6999	\$ 24,516,394	\$ 4,569,457	\$ 4,569,457
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 1,510,300	\$ 1,510,300	\$ 1,510,300
Transfers of Indirect Costs 7300-7399	\$ (1,391,814)	\$ (1,391,814)	\$ (1,391,814)
Other Adjustments		\$ (2,563,999)	\$ (4,473,001)
<b>TOTAL EXPENDITURES</b>	<b>\$ 854,138,568</b>	<b>\$ 761,967,815</b>	<b>\$ 742,845,098</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ 2,475,399	\$ 2,368,261	\$ 2,368,261
Transfers Out and Other Uses 7600-7699	\$ 107,138	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (61,558,912)</b>	<b>\$ (109,694,928)</b>	<b>\$ (89,252,276)</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 257,932,734	\$ 196,373,822	\$ 86,678,894
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 196,373,822</b>	<b>\$ 86,678,894</b>	<b>\$ (2,573,382)</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ 325,000	\$ 325,000	\$ 325,000
Restricted 9740	\$ 108,177,046	\$ 49,694,650	\$ 40,893,476
Committed 9750-9760	\$ (10,000,000)	\$ -	\$ -
Assigned 9780	\$ 848,577	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 16,833,868	\$ 15,166,646	\$ 14,784,193
Unassigned/Unappropriated Amount 9790	\$ 80,189,331	\$ 21,492,598	\$ (58,576,051)

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		2023-24	2024-25	2025-26
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 854,245,705	\$ 761,967,815	\$ 742,845,098
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 854,245,705	\$ 761,967,815	\$ 742,845,098
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	2.00%	2.00%	2.00%
e.	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)	\$ 17,084,914	\$ 15,239,356	\$ 14,856,902

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 16,833,868	\$ 15,166,646	\$ 14,784,193
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 80,189,331	\$ 21,959,012	\$ (57,876,431)
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 97,023,199	\$ 37,125,658	\$ (43,092,238)
f.	Reserve for Economic Uncertainties Percentage	11.36%	4.87%	-5.80%

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

2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2025-26	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

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

The district continues to strategically plan on future budget adjustments necessary to balance the budget.

Sacramento City Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)**

**5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 995,136
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (933,859)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (16,319)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (357,634)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (44,958)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,352,770)

**Variance** \$ (357,634)

**Variance Explanation:**

Variance due to other agreements happening that are impacting the funds listed on this form

**6. Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (60,255,996)	(7.1%)	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (61,558,912)	(7.2%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	#####	(14.4%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (89,252,276)	(12.0%)	

**Deficit Reduction Plan (as necessary):**

**7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ (2,563,999)	Projected reduction to categorical programs to offset salary increases.
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ (4,473,001)	Projected reduction to categorical programs to offset salary increases.



Sacramento City Unified School District  
**Public Disclosure of Proposed Collective Bargaining Agreement**

**J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Sacramento City Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2022 to June 30, 2023.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

	<b>Budget Adjustment Increase/(Decrease)</b>
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ 1,731,635
Ending Balance(s) Increase/(Decrease)	\$ (1,731,635)

Subsequent Years

**Budget Adjustment Categories:**

	<b>Budget Adjustment Increase/(Decrease)</b>
Revenues/Transfers In and Other Sources/Contributions	\$ -
Expenditures/Transfers Out and Other Uses	\$ -
Ending Balance(s) Increase/(Decrease)	\$ -

**Budget Revisions**

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

I hereby certify                       I am unable to certify

<b>District Superintendent</b> (Signature)	<b>Date</b>
---	-------------

I hereby certify                       I am unable to certify

<b>Chief Business Official</b> (Signature)	<b>Date</b>
---	-------------

**Special Note:** The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Sacramento City Unified School District  
**Public Disclosure of Proposed Collective Bargaining Agreement**

**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Please see attached documents.

Concerns regarding affordability of agreement in subsequent years (if any):

**K. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent 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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Sacramento City Unified School District

**District Name**

\_\_\_\_\_  
**District Superintendent**  
(Signature)

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Contact Person**

\_\_\_\_\_  
**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 18, 2024, took action to approve the proposed agreement with the Teamsters Classified Supervisors union.

\_\_\_\_\_  
**President (or Clerk), Governing Board**  
(Signature)

\_\_\_\_\_  
**Date**

**Special Note:** The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**UPE  
Successor Contract Proposal (MOU)  
(Tentative Agreement)**

**By & Between  
The Sacramento City Unified School District  
&  
United Professional Educators  
April 12, 2024**

The Sacramento City Unified School District (SCUSD) and United Professional Educators (UPE) hereby agree as follows:

**Contract Term:**

The Collective Bargaining Agreement will have a three-year term of July 1, 2023, through June 30, 2026, and agree on the re-openers listed below:

- Article 5: Evaluation of Work Performance
- Article 8: Salary and Health Benefits (2023-24, 2024-25, and 2025-26 school years)
- Article 9: Work Year
- Article 10: Promotion, Assignment, Vacancies and Transfer
- Article 11: Retiree Health Benefits
- Article 12: Summer School

**Article 8 - Salary and Benefits:**

The parties agree to a **four percent (4%)** across-the-board salary increase retroactive to July 1, 2023 for all represented UPE members.

The parties agree to a **two-percent (2%)** salary increase across the board increase for the 2024-2025 school year.

The parties agree that if the state approves the waiver requested by SCUSD, SCUSD and UPE agree that UPE members work calendars will be increased by eight (8) additional work days for the 2024-2025 and the 2025-2026 school years:

- Calendar A will increase from 223 work days to 231 days work days
- Calendar C will increase from 201 work days to 209 days work days
- Calendar F-2 will increase from 202 work days to 210 work days
- Calendar T will increase from 211 work days to 219 work days

The eight (8) additional work days for the 2024-2025 and the 2025-2026 school years will be added to salary schedules for the 2024-2025 and the 2025-2026 school years.

**Recruitment and Retention Incentives:**

The parties agree to replace the current Longevity Incentives with the following revised incentives:

- 2% in the 10th year
- 4% in the 14<sup>th</sup> year
- 6% in the 17<sup>th</sup> year
- 8% in the 20th year
- 10% in the 25th year

The parties agree that this will enhance and support improved recruitment and retention of administrators in SCUSD.

**Small Innovative High School Support:**

The parties agree that the small innovative high schools are critically understaffed and therefore the parties agree to add an additional FTE to each small innovative high school. The District and UPE will meet to determine the classification of the FTE.

**Collaborative Coaching Model:**

The parties agree to assemble a joint work group to develop the mission, scope, and all elements of an effective coaching model to support new and on-going administrators. This work shall be completed by July 31, 2024, and ready for implementation. The program will focus on providing support to the following.

- A) newly hired administrators to the district
- B) newly hired administrators from the teaching ranks
- C) administrators with less than four years of site leadership experience
- D) any administrators on an Improvement Plan

The program shall utilize the services of current UPE administrators or retired SCUSD Administrators who voluntarily agree to serve as coaches. Participants who serve as coaches for school site administrators must have a minimum of five years of Principal experience, with at least three of those years being SCUSD experience, and must have a positive evaluation. Participants who coach all other UPE administrative positions (non-site leaders) must have a minimum of five years of administrative experience, with at least three of those years being SCUSD experience. The parties agree that the Collaborative Coaching Model cannot be utilized/connected to any formal evaluation of the UPE member being coached. All administrators who are represented in A-D above, shall have a Coach. Current UPE members will be compensated for their services at their contracted hourly rate. Retired SCUSD Administrators will be compensated at their current retiree rate. The joint work group will make recommendations for the establishment of parameters related to time commitment and compensation.

**Article 5 - Evaluation of Work Performance:**

The parties agree to establish a joint committee to revise the current UPE Evaluation template. Even though the current template was a joint effort between the district and UPE, it is universally accepted that after a three-year period of use it is clear that the process is too cumbersome and needs to be streamlined and simplified. The parties agree to complete the revision no later than September 1, 2024 so that it is ready for implementation in the 2024-2025 school year.

**Article 12 - Summer School:**

The parties agree to meet and agree to a new TA on Article 12 relative to Summer School as well as provide UPE members with a complete list of the Summer Program Schedule dates no later than May 1, 2024.

**Appendix B:**

The district agrees to provide an updated Salary Schedule to be included in the successor contract as stipulated in the latest agreement.

**Completion of Negotiations:**

The parties agree that this concludes successor contract negotiations for the period of July 1, 2023, through June 30, 2026, except for those items stipulated above.

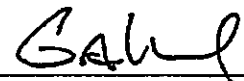
This agreement will be implemented upon approval by both parties, which consists of Board approval and Union ratification.

For SCUSD

  
\_\_\_\_\_  
Lisa Allen, Interim Superintendent

4/18/24  
Date

For UPE

  
\_\_\_\_\_  
Garrett Kirkland, President

4.17.24  
Date

  
\_\_\_\_\_  
Richard Owen, Executive Director

4/17/24  
Date