

**SACRAMENTO COUNTY SUPERINTENDENT OF SCHOOLS  
10474 Mather Boulevard  
P.O. Box 269003  
Sacramento, CA 95826-9003**

**TO:** General Public

**FROM:** David W. Gordon, County Superintendent of Schools

**SUBJECT: Public Hearing – Employee Negotiations  
Initial Proposal - SCOE  
Initial Proposal - SCOETA**

**Date: February 15, 2006**

**Time: 8:00 a.m.**

**Location: Sacramento County Office of Education  
Board Room  
10474 Mather Boulevard  
Mather, CA 95655**

**NOTE:** The Sacramento County Office of Education encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Superintendent's Office at (916) 228-2410 at least 48 hours before the scheduled Board meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. §12132)]

The Sacramento County Office of Education Teacher Association (SCOETA) has an interest in negotiating the following topics pertaining to the SCOETA contract:

Article XI: Leaves  
Article XIII: Safety  
Article XV: PAR  
Article XVI: Professional Growth  
Article XXII: Benefits  
Article XXIII: Salary  
Article XXXV: Negotiations  
Article XXXVI: Substitutes

The Sacramento County Office of Education (SCOE) Administration has an interest in negotiating the following topics pertaining to the Sacramento County Office of Education Teacher Association (SCOETA) contract:

Article VIII: School and Contract Calendars  
SCOE's interests include deleting outdated work years and revising outdated extra assignment language.

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#### Article IX: Hours

SCOE's interests include reflecting hours of assignment based upon the needs of the students in our programs.

#### Article XVI: Professional Growth

SCOE has an interest in retooling this article to promote relevant professional growth.

#### Article XXI: Shared Decision Making

SCOE has an interest in streamlining shared decision making to reduce the scope and increase the quality.

#### Article XXII: Benefits

SCOE's interests include enhancing our ability to achieve competitive rates for quality health services, meeting the needs of families, eliminating programs that promote adverse selection, eliminating guaranteed retirement incentives, establishing a fund for dealing with the unfunded liability of retiree health benefits, clarifying the retiree benefit programs to document the requirements of the programs and restrict future unfunded liability.

#### Article XXIII: Salary

SCOE has an interest in competitive compensation, equity in paying for the provision of similar services, eliminating redundant language, and salary and health benefits that balance those interests with the needs for student and client services.

#### General Interests:

SCOE wants to review the attachments to the agreement for relevance, clarity, and appropriateness. SCOE also wants to realign language that misplaces responsibility for employer-employee duties. SCOE also wants to assure that our agreements further the mission of SCOE, including staying financially strong and continuing to deliver top quality programs and services to students and our clients.