

**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 - CSEA
Initial Proposal - SCOE**

Date: March 22, 2006

**Time: Upon conclusion of the Regular Board Meeting (approximately
7:30 p.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 California School Employees Association (CSEA) has an interest in negotiating the following topics pertaining to the CSEA contract:

Article III – Definitions

Article VI – Employee Rights

Article VII – CSEA Rights

Article X – Hours & Overtime

Article XII – Pay & Allowances

Article XIII – Employee Expenses

Article XIV – Health & Welfare

Article XV – Holidays

Article XVI – Vacation

Article XVII – Leaves

Article XXIV – Safety

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The Sacramento County Office of Education (SCOE) Administration has an interest in negotiating the following topics pertaining to the California School Employees Association (CSEA) contract:

Article X: Hours and Overtime

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

Article XII: Pay and Allowances

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. SCOE also has an interest in promoting relevant professional growth.

Article XIV: Health and Welfare 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 XVII: Leaves

SCOE has an interest in assuring that leaves are equitably shared for all eligible employees and do not affect SCOE's ability to continue delivering top-quality programs to students and our clients.

Article XXIX: Shared Decision-Making

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

General Interests

SCOE wants to review the attachments and exhibits 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.