

**SACRAMENTO COUNTY SUPERINTENDENT OF SCHOOLS
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 – SCOETA
Initial Proposal – SCOE**

Date: Tuesday, January 17, 2023
Time: 4:00 p.m.
Location: Sacramento County Office of Education
Superintendent's Conference 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 S 54954.2; Americans with Disabilities Act of 1990, S 202 (42 U.S.C. 512132)]

Except as modified below or in response to SCOETA's proposals, SCOE proposes to retain our current collective bargaining agreement. SCOE and the Association are partners in a collective bargaining agreement designed to maximize our mutual interests while preserving our unique interests.

The following proposal uses the interest-based format designed to address interests and not specific solutions. If the negotiation teams find alternate ways to address the same interest in a different article, it is opened and available for the partners to review through the interest-based process.

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

1. Article VIII School and Contract Calendars
2. Article X Special Education
3. Article XXII Benefits
4. Article XXIII Salaries

The Sacramento County Office of Education has an interest in negotiating the following topics pertaining to the SCOETA contract: .

1. Article X Special Education

SCOE has an interest in modifying this Article to:

- Achieve consistency with unit members' work years;
- Clarify how SLPA stipends are paid; and
- Comply with relevant legal requirements.

2. Article XI Leaves

SCOE has an interest in reviewing this Article for potential changes needed to comply with current law.

3. Articles XXII Benefits and XXIII Salaries - Total Compensation

SCOE has interests in:

- Providing a fair, equitable, and competitive compensation package to unit members while maintaining the fiscal health of the organization for all staff and the clients we serve;
- Adjustments in compensation for hard-to-staff positions; and
- Reviewing, clarifying, and modifying both service (creditable years) and education (foreign units and degrees) criteria for placement and advancement on the salary schedule.
- Reviewing and adjusting longevity provisions as needed to comply with CalSTRS requirements.

4. Article XXXVII Duration

SCOE has an interest in negotiating a three-year Agreement in furtherance of providing stability and certainty to the organization and all stakeholders.

Notes

In addition to the above, SCOE proposes a comprehensive "clean up" of inaccurate, outdated, etc., language which does not involve substantive changes to the Agreement.

SCOE reserves the right to make proposals on additional subjects of bargaining pursuant to Government Code section 3547, subdivision (d), if the need arises during the course of negotiations.

We look forward to continuing collaborative and cooperative negotiations using the Interest Based Bargaining (IBB) model.