

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: July 12, 2021
Time: 10:00 a.m.
Location: Via Zoom Webinar

Please click the link to join the webinar:

<https://scoe.zoom.us/j/94670908880>

Or to listen by Telephone:

Primary Number: 669-900-6833 Secondary Number: 346-248-7799
Enter the Meeting ID: 946 7090 8880

***Notice of the Means by Which Members of the Public May Observe the Meeting and Offer Public Comment,
Pursuant to Executive Orders N-29-20 and N-33-20, and Government Code section 54953***

The Sacramento County Office of Education will conduct this meeting via Zoom video and/or teleconference, with one or more CSEA members participating from remote locations via video, telephone, or other electronic means. Voting at this meeting shall be by roll call.

This meeting will be accessible to members of the public via the above teleconference dial in number.

Members of the public may submit public comment through a [Google form](#). Public comment will be accepted until 9:00 a.m. on Monday, July 12, 2021, and will be read during the teleconferenced Public Hearing at appropriate times.

Accommodating Individuals with Special Needs

The Sacramento County Board 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, contact the Superintendent's Office at (916) 228-2410 or wwatson@scoe.net at least 48 hours before the scheduled Board meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54953.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132).]

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

NOTICE: The agenda packet, including supporting materials and items distributed less than 72 hours prior to the scheduled meeting, is available at the Sacramento County Office of Education website (https://www.scoe.net/divisions/administration/superintendent/public_hearings/). For more information, please call (916) 228-2410.

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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.

Our general interests include:

1. Continuing a positive, productive working relationship with our bargaining partners.
2. Recruiting and retaining qualified classified staff.
3. Working collaboratively to respond to emergencies, including pandemics.

The Classified School Employees' Association, Chapter 480 (CSEA) has an interest in negotiating the following topics pertaining to the CSEA contract: .

1. Article XII — Pay and Allowances – CSEA proposes language which would expand the rights of bargaining unit members regarding changes to work.
2. Article XIV – Health and Welfare Benefits – CSEA hereby proposes language which would provide increased flexibility in the use of bargaining unit members' contributions into the adverse selection fund.
3. Article XV – Holidays – CSEA hereby proposed language which would protect bargaining until members' pay during periods of closure.

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

1. Article XII – Pay and Allowances – SCOE proposes language which would align the issuance of December payroll with the County Treasury.
2. Article XII – Pay and Allowances – SCOE proposes language which would update the date of payment of the Educational stipend to align with CalPERS' reportability.