

**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:** Wednesday, August 12, 2020  
**Time:** 4:00 p.m.  
**Location:** Via Zoom Webinar

**Please click the link to join the webinar:**

<https://scoe.zoom.us/j/92501470511>

**Or to listen by Telephone:**

**Primary Number: 669-900-6833 Secondary Number: 346-248-7799**  
**Enter the Meeting ID: 925 0147 0511**

***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 at: <https://bit.ly/3jNUJLK> Public comment will be accepted until 3:00 p.m. on Wednesday, August 12, 2020, 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 [cmiller@scoe.net](mailto:cmiller@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/](https://www.scoe.net/divisions/administration/superintendent/public_hearings/)). For more information, please call (916) 228-2410.

## **Agenda — Public Hearing — August 12, 2020**

### **Page 2**

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

1. Article XIV — Health and Welfare Benefits
2. Article XIX – Promotion
3. Article X – Telecommuting
4. Article XII – Pay and Allowances
5. Article XVIII – Transfers
6. Article XXIX – Duration

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

1. Article III – Definitions
2. Article XI – Calendars
3. Article XII – Pay and Allowances
4. Article XIV – Health and Welfare Benefits
5. Article XVI – Vacation
6. Article XVIII – Transfers
7. Article XIX – Promotion
8. Article XXIV – Contracting Out
9. Article XXIX – Duration