

**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: October 1, 2019

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 §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 to retain our current collective bargaining agreement. SCOE and the Chapter are partners in a collective bargaining agreement designed to maximize our mutual interests while preserving our unique interests. SCOE recognizes the recent Supreme Court decision *Janus v. AFSCME* and will work with CSEA on appropriate language to align with the *Janus* decision.

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.

NOTICE: The agenda packet and supporting materials, including materials distributed less than 72 hours prior to the scheduled meeting, can be viewed at the Sacramento County Office of Education – Reception Desk, located at 10474 Mather Boulevard, Mather, CA. For more information, please call 916.228.2410.

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

1. Article XI – Calendars
2. Article XII – Pay and Allowances
3. Article XIV – Health and Welfare Benefits

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

1. Article V – Check off and Organizational Security
2. Article XVII – Leaves
3. Article XXIII – Safety