

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 – CSEA
Initial Proposal – SCOE

Date: Tuesday, April 25, 2023

Time: 4:30 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 CSEA 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 CSEA hereby proposes the following articles of the current contract for the 2023 – 2024 Successor agreement.

1. **Article IV** – CSEA hereby proposes changes to this article to clarify the procedure for reporting cases of harassment/discrimination.
2. **Article VI** – CSEA hereby proposes changes to this article to address the proper handling and storage of personnel files.
3. **Article VII** – CSEA hereby proposes changes to this article regarding the definition of “newly hired employee” and advanced notice to CSEA of scheduled new employee orientations.
4. **Article X** – CSEA hereby proposes revising outdated language in this article.

5. **Article XII** – CSEA hereby proposes a fair and equitable salary increase to the classified salary schedule, including changes to longevity, out-of-class pay, attendance incentive, and other stipends.
6. **Article XIII** – CSEA hereby proposes changes to this article to better define uniforms.
7. **Article XIV** – CSEA hereby proposes fair and equitable increases to employer-paid benefit plans.
8. **Article XVI** – CSEA hereby proposes changes to this article regarding the accrual, scheduling, and carryover of vacation hours.
9. **Article XVII** – CSEA hereby proposes revising outdated language in this article.
10. **Article XIX** – CSEA hereby proposes revising outdated language in this article.
11. **Article XX** – CSEA hereby proposes revising outdated language in this article.
12. **Article XXI** – CSEA hereby proposes revising outdated language in this article.
13. **Article XXIII** – CSEA hereby proposes revising outdated language in this article.
14. **Article XXIV** – CSEA hereby proposes revising outdated language in this article.
15. **Article XXV** – CSEA hereby proposes revising outdated language in this article.
16. **Article XXVIII** – CSEA hereby proposes revising outdated language in this article.
17. **Article XXIX** – CSEA hereby proposes a new three-year term between CSEA and SCOE beginning July 1, 2023, through June 30, 2026.

The Superintendent proposes to seek changes and modifications to the 2020-2023 negotiated Agreement with CSEA in the following articles:

1. **Article XII Pay and Allowances** – The Superintendent proposes to explore reasonable and prudent adjustments in employee total compensation, which preserve the long-term fiscal health of SCOE for the benefit of the clients it serves.
2. **Article XIII Employee Expenses** – The Superintendent proposes to update current reimbursement rates.
3. **Article XIV Health and Welfare Benefits** – The Superintendent proposes to explore reasonable and prudent adjustments to SCOE’s contribution toward employee benefits as part of total compensation and to update and clarify provisions of this Article.
4. **Article XVII Leaves** – The Superintendent proposes to clarify this Article, including in the area of payment of unearned sick leave upon separation from employment.
5. **Article XIX Promotion** – The Superintendent proposes to update this Article to conform with recent changes in the law.
6. **Article XXI Layoff and Reemployment** – The Superintendent proposes to update this Article to conform with recent changes in the law.
7. **Article XXV Drug and Alcohol Testing** – The Superintendent proposes to delete this Article since it does not apply to any SCOE classified employees.

8. **Article XXVIII Negotiation Procedures** – The Superintendent proposes to update this Article for inclusion in a successor Agreement.

9. **Article XXIX Duration** – The Superintendent proposes to pursue a three-year Agreement in full settlement of all subjects, including wages and benefits.
10. **Miscellaneous** – The Superintendent proposes to make technical, non-substantive changes as necessary and appropriate, including but not limited to updating the position title of Deputy Superintendent throughout the Agreement.

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