



Board Meeting  
May 16, 2024  
Agenda Item No. 10.3

Presented by:

Janea Marking, Chief Business and Operations Officer

Cancy McArn, Chief HR Officer





- Four percent (4%) across-the-board salary increase retroactive to July 1, 2023 for all represented UPE members employed by Sacramento City Unified District.
- An additional two percent (2%) across-the-board salary increase for the 2024-25 school year for all represented UPE members employed by Sacramento City Unified District.



- The parties agree that if the state approves the waiver requested by SCUSD, SCUSD and UPE agree that UPE members work calendars will be increased by eight (8) additional work days for the 2024-2025 and the 2025-2026 school years:
- Calendar A will increase from 223 work days to 231 days work days
- Calendar C will increase from 201 work days to 209 days work days
- Calendar F-2 will increase from 202 work days to 210 work days
- Calendar T will increase from 211 work days to 219 work days
- The eight (8) additional work days for the 2024-2025 and the 2025-2026 school years will be added to salary schedules for the 2024-2025 and the 2025-2026 school years.



- The parties agree to meet and agree to a new TA on Article 12 relative to Summer School as well as provide UPE members with a complete list of the Summer Program Schedule dates no later than May 1, 2024.





- The parties agree that the small innovative high schools are critically understaffed and therefore the parties agree to add an additional FTE to each small innovative high school. The District and UPE will meet to determine the classification of the FTE.





- The parties agree to assemble a joint work group to develop the mission, scope, and all elements of an effective coaching model to support new and on-going administrators. This work shall be completed by July 31, 2024, and ready for implementation. The program will focus on providing support to the following.
  - A) newly hired administrators to the district
  - B) newly hired administrators from the teaching ranks
  - C) administrators with less than four years of site leadership experience
  - D) any administrators on an Improvement Plan



- FY 2023-24: estimated cost of \$995.2K (will be reflected in 2023-24 budget year) for all funds
- FY 2024-25 and 2025-26 - estimated ongoing cost of \$1.5M for all funds



## Sacramento City Unified School District

### 2023-24 Second Interim Budget

Description	Second Interim Budget 2023-24			Projection 2024-25			Projection 2025-26		
	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined	Unrestricted	Restricted	Combined

\*MYP reflects estimated costs of compensation improvement proposals for UPE, Teamsters and TCS



