



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.2

Meeting Date: October 15, 2026

Subject: Public Hearing: AB 1200 Public Disclosure and Approval of Agreement between Sacramento City Unified School District (SCUSD) and the Service Employees International Union (SEIU) regarding a new classification for Transitional Kindergarten (TK) Aides

- ☐ Information Item Only
- ☐ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☒ Action
- ☒ Public Hearing

Division: Labor Relations; Business Services

Recommendation: The recommendation is to approve the Memorandum of Understanding (MOU) Between SCUSD and SEIU.

Background/Rationale: The parties' agreement includes terms regarding the following:

- Create a new classification for Transitional Kindergarten (TK) Aides

Financial Considerations: Because the adopted budget included the full salary and benefit costs for the original FTE.

LCAP Goals: Goal 1 – Graduation Outcomes; Goal 2 – Academic Outcomes; Goal 3 – Welcoming and Safety Outcomes

Documents Attached:

AB1200- SEIU
MOU

Estimated Time of Presentation: 5 Minutes Submitted by: Gerardo Castillo, CPA, Chief Business Officer Approved by: Cancy McArn, Superintendent
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SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE **SCHOOL DISTRICT**
WITH THE **BARGAINING UNIT (BU)**

To be acted upon by the Governing Board at its meeting on : (enter Date)
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) (enter Date)
Estimated Agreement Payment Date (enter Date)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated:	0.0
Classified: SEIU - Settled	0.0

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:			
Reopeners: Yes or NO ?			

if Yes, what Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement
(Based on Year to Date (YTD) Actuals Projected through 6/30):

Current Year Salary Cost After Settlement
(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Total Cost Increase or (Decrease):	\$0.00
Percentage Increase or (Decrease):	0.00%

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	0.00% per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	0.00% per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	0.00% per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	0.00% per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	no change
Indicate Total # of Work Days to be provided for fiscal year:	no change
Indicate Total # of Instructional Days to be provided for fiscal year:	no change

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: *(object 3XXX less 34XX)*

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$ 48,465,760.33

Proposed Costs:

\$ 48,465,760.33

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

District Health and Welfare Plans - *Object 34XX* (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$ 37,267,712.06

Proposed Costs:

\$ 37,267,712.06

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

No Cap

Current Cap:

\$ -

Proposed Cap:

\$ -

Average Capped Amount increase or (decrease) per employee

\$0.00

#DIV/0!

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: *(data pulls from above)*

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

\$ 103,121,337.05

Benefits

\$ 85,733,472.39

Total:

\$ 188,854,809.44

Current Year Cost After Settlement: *(data pulls from above)*

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

\$ 103,121,337.05

Benefits

\$ 85,733,472.39

Total:

\$ 188,854,809.44

TOTAL COST INCREASE OR (DECREASE)

\$ -

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

PERCENTAGE CHANGE

0.00%

1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):

\$ 1,515,870.97

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

N/A - no other compensation

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

The Parties agree to the creation of a new classification; Instructional Aide, Transitional Kindergarten (IA, TK). The Parties acknowledge that the new Instructional Aide (IA) TK classification provides that, when not supporting TK students during instructional time, those aides may be assigned to, support other students at the same school site during their work shift. Such duties may include but are not limited to assisting students within or outside the classroom and providing support during student drop-off and pick-up. TK Aides will always be provided with the appropriate breaks based on their FTE and in alignment with the Collective Bargaining Agreement with SEIU.

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

Transitional Kindergarten Aides MOU - Instructional Aide, TK - FTE allocation for the 2026-2027 School year

For the 2026-2027 School year the District will allocate FTE for the new IA, TK position as follows:

- a).75 FTE (6-hour position) will be allocated for TK classrooms where there is a vacancy.
- b).75 FTE (6-hour position) will be allocated for TK classrooms where there is already a current Instructional Aide assignment provided the individual in that assignment agrees to be reclassified into the new IA, TK classification and they agree to accept a .75 (6-hour position).

Reclassification:

The following people will be offered reclassification into the new IA, TK classification in the following order:

- a)Instructional Aides, currently assigned to a TK classrooms who accepted a voluntary reduction in hours for the 2026-2027 school year.
- b)Instructional Aides, hired as Instructional Aides and currently assigned to a TK classroom for the 2026-2027 school year.
- c)Instruction Aides who were assigned to a TK classroom and were impacted by the 2025-2026 reduction in force and who have reemployment rights. These individuals will be offered and assigned based on the Districts need and in order of seniority.

Those offered to be reclassified into the IA, TK position will have 24 hours to respond. Those reclassified into the new IA, TK classification will be placed into a .75 FTE (6-hour position) with priority given to placing individuals in the same TK classroom they previously supported when possible. Those who do not accept the reclassification offer may stay in any current position they hold and maintain their current reemployment rights as an Instructional Aide. **The Parties agree that this MOU is non-precedent setting.**

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*

Minimum State Reserve Percentage *(input %)*

Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	951,850,047.00
	2%
\$	19,037,000.94

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5. (Pulls from above Governing Board Date plus 45 days)

First Interim - No later than 12/15/26

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

1st Interim Approval Board Meeting Date	1st Interim Approval Board Meeting Date
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)
In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

		Current Fiscal Year		2026 -2027
(Col. 1)		(Col. 2)	(Col. 3)	(Col. 4)
<i>Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.</i>		Adjustments as a Direct Result of this Proposed Settlement * No cost of MOU as Adopted Budget includes original/full FTE costs	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
Latest Board-Approved Budget AB1200 MOU 9/10/26				
3 Yr Ave - 33,483.60				3 Yr Ave - 33,483.60
OPERATING REVENUES: LCFF ADA				
LCFF Sources (8010-8099)	499,530,669.00	0.00	0.00	499,530,669.00
Remaining Revenues (8100-8799)	327,072,905.00			327,072,905.00
TOTAL	826,603,574.00	0.00	0.00	826,603,574.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	345,630,513.00	0.00	0.00	345,630,513.00
2000 Classified Salaries	128,712,899.00	0.00	0.00	128,712,899.00
3000 Benefits	333,061,789.50	0.00	0.00	333,061,789.50
4000 Instructional Supplies	25,420,950.00	0.00	0.00	25,420,950.00
5000 Contracted Services	119,669,096.00	0.00	0.00	119,669,096.00
6000 Capital Outlay	1,428,309.00	0.00	0.00	1,428,309.00
7000 Other	(2,389,309.00)	0.00	0.00	(2,389,309.00)
TOTAL	951,534,248.00	0.00	0.00	951,534,248.00
OPERATING SURPLUS (DEFICIT)	(124,930,674.00)	0.00	0.00	(124,930,674.00)
Other Sources and Transfers In	2,736,682.00	0.00	0.00	2,736,682.00
Other Uses and Transfers Out	315,799.00	0.00	0.00	315,799.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(122,509,791.00)	0.00	0.00	(122,509,791.00)
BEGINNING FUND BALANCE 9791-92	(591,508.00)			(591,508.00)
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
NET BEGINNING BALANCE	(591,508.00)		0.00	(591,508.00)
ENDING FUND BALANCE (EFB)	(123,101,299.00)	0.00	0.00	(123,101,299.00)
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	0.00	0.00	0.00	0.00
Restricted (9740)	54,744,035.00	0.00	0.00	54,744,035.00
Committed (9750/9760)	0.00	0.00	0.00	0.00
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)	0.00	0.00	0.00	0.00
Unassigned/Unappropriated (9790)	(177,845,334.00)	0.00	0.00	(177,845,334.00)
State Minimum Reserves %	(18.68%)	Does not Meet		(18.68%)
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK		\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

Although there is a cost to restore FTE to the TK instructional aide positions effective 7/1/26 back up to the original .75 fte (6 hours) for all TK aides, the 26/27 Adopted Budget includes the full cost of the .75 fte (6 hour) TK aides. Therefore there is no additional budget cost required for the TK aide FTE restoration MOU. The total cost of the TK Aide positions is approximately \$4.2M (salaries, statutory benefits and health and welfare). Even though TK aide positions were reduced for the 26/27 budget year, the 26/27 Adopted Budget was not reduced to reflect the savings for the TK aide reduction from .75 fte to .4375 fte. This MOU restores the fte to .75 fte (6 hour positions) along with the creation a new classification - Instructional Aide, Transitional Kindergarten (IA, TK).

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

First Subsequent Year 2027 - 2028				
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)	
Latest Board-Approved Budget 6/18/2026	Adjustments as a Direct Result of this Proposed Settlement * No cost of MOU as Adopted Budget includes original/full FTE costs	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)	
3 Yr Ave - 33,129.76			3 Yr Ave - 33,129.76	
OPERATING REVENUES: LCFF ADA				
LCFF Sources (8010-8099)	512,258,047.00	0.00	512,258,047.00	
Remaining Revenues (8100-8799)	272,845,153.00	0.00	272,845,153.00	
TOTAL	785,103,200.00	0.00	785,103,200.00	
OPERATING EXPENDITURES				
1000 Certificated Salaries	354,641,026.00	0.00	354,641,026.00	
2000 Classified Salaries	129,941,379.00	0.00	129,941,379.00	
3000 Benefits	336,619,881.00	0.00	336,619,881.00	
4000 Instructional Supplies	30,315,528.00	0.00	30,315,528.00	
5000 Contracted Services	119,508,703.00	0.00	119,508,703.00	
6000 Capital Outlay	1,328,309.00	0.00	1,328,309.00	
7000 Other	(2,764,350.00)	0.00	(2,764,350.00)	
TOTAL	969,590,476.00	0.00	969,590,476.00	
OPERATING SURPLUS/(DEFICIT)	(184,487,276.00)	0.00	(184,487,276.00)	
Other Sources and Transfers In	2,736,682.00	0.00	2,736,682.00	
Other Uses and Transfers Out	315,799.00	0.00	315,799.00	
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(182,066,393.00)	0.00	(182,066,393.00)	
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	(123,101,299.00)		(123,101,299.00)	
Prior-Year Adjustments (9792-9795)			0.00	
NET BEGINNING BALANCE	(123,101,299.00)		(123,101,299.00)	
ENDING FUND BALANCE (EFB)	(305,167,692.00)	0.00	(305,167,692.00)	
COMPONENTS OF EFB (above):				
Nonspendable (9711-9719)	0.00	0.00	0.00	
Restricted (9740)	72,863,345.00	0.00	72,863,345.00	
Committed (9750/9760)	0.00	0.00	0.00	
Assigned (9780)	0.00	0.00	0.00	
Reserve Economic Uncertainties	0.00	0.00	0.00	
Unassigned/Unappropriated (9790)	(378,031,037.00)	0.00	(378,031,037.00)	
State Minimum Reserves %	(38.98%)	Does not Meet		(38.98%)
Are budgets in balance?	In Balance	OK		In Balance
Did you adjust reserves? s/b \$0	\$ -			\$ -
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

SCUSD 2025-28 Budget Assumptions				
Category	2025-26	2026-27	2027-28	2028-29
Cost of Living Adjustment (COLA)	2.30%	2.87%	3.30%	3.09%
Augmentation		1.44%		
Special Education Increase		\$422/ADA		
Enrollment	36,135	35,791	35,644	35,439
Enrollment Charters - Reported in Fund 09	1,411	1,389	1,379	1,379
Total Enrollment - SCUSD	37,546	37,180	37,023	36,818
Attendance Used for Funding (Highest Year or 3 Year Average)	33,397	33,203	32,849	32,546
Attendance (ADA)	32,937	32,417	32,417	32,284
Enrollment to ADA %	91.15%	90.57%	90.95%	91.10%
Unduplicated Pupil Count	68.07%	67.15%	67.70%	67.70%

See 2026-27 and MYP Assumptions

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

Second Subsequent Year 2028 - 2029

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board-Approved Budget 6/18/2026	Adjustments as a Direct Result of this Proposed Settlement * No cost of MOU as Adopted Budget includes original/full FTE costs	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
3 Yr Ave - 32,827.11			3 Yr Ave - 32,827.11
LCFF Sources (8010-8099)	523,538,203.00	0.00	523,538,203.00
Remaining Revenues (8100-8799)	278,672,141.00	0.00	278,672,141.00
TOTAL	802,210,344.00	0.00	802,210,344.00

OPERATING REVENUES: LCFF ADA

1000 Certificated Salaries	359,985,851.00	0.00	0.00	359,985,851.00
2000 Classified Salaries	131,760,558.00	0.00	0.00	131,760,558.00
3000 Benefits	342,063,494.00	0.00	0.00	342,063,494.00
4000 Instructional Supplies	31,152,237.00	0.00	0.00	31,152,237.00
5000 Contracted Services	122,854,038.00	0.00	0.00	122,854,038.00
6000 Capital Outlay	1,328,309.00	0.00	0.00	1,328,309.00
7000 Other	(2,818,263.00)	0.00	0.00	(2,818,263.00)
TOTAL	986,326,224.00	0.00	0.00	986,326,224.00

OPERATING EXPENDITURES

OPERATING SURPLUS/(DEFICIT)

Other Sources and Transfers In

Other Uses and Transfers Out

CURRENT YEAR INCREASE/
(DECREASE) TO FUND BALANCE

	(184,115,880.00)	0.00	0.00	(184,115,880.00)
	2,736,682.00	0.00	0.00	2,736,682.00
	315,799.00	0.00	0.00	315,799.00
	(181,694,997.00)	0.00	0.00	(181,694,997.00)

BEGINNING FUND BALANCE (9791)
(Pulls from prior year EFB)

Prior-Year Adjustments (9792-9795)

NET BEGINNING BALANCE

	(305,167,692.00)		(305,167,692.00)
		0.00	
	(305,167,692.00)		(305,167,692.00)

ENDING FUND BALANCE (EFB)

	(486,862,689.00)	0.00	0.00	(486,862,689.00)
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COMPONENTS OF EFB (above):

Nonspendable (9711-9719)

Restricted (9740)

Committed (9750/9760)

Assigned (9780)

Reserve Economic Uncertainties

Unassigned/Unappropriated (9790)

State Minimum Reserves %

Are budgets in balance?

Did you adjust reserves? s/b \$0

FUND 17 RESERVES (9789) or N/A

(use whole rounded numbers only)			
	0.00		0.00
	90,766,658.00		90,766,658.00
	0.00		0.00
	0.00	0.00	0.00
		0.00	0.00
	(577,629,347.00)	0.00	(577,629,347.00)
	(58.54%)		(58.54%)
	In Balance	Does not Meet	In Balance
	\$0.00	OK	\$0.00
	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

See 2026-27 and MYP Assumptions	SCUSD 2025-28 Budget Assumptions				
	Category	2025-26	2026-27	2027-28	2028-29
	Cost of Living Adjustment (COLA)	2.30%	2.87%	3.30%	3.09%
	Augmentation		1.44%		
	Special Education Increase		\$422/ADA		
	Enrollment	36,135	35,791	35,644	35,439
	Enrollment Charters - Reported in Fund 09	1,411	1,389	1,379	1,379
	Total Enrollment - SCUSD	37,546	37,180	37,023	36,818
	Attendance Used for Funding (Highest Year or 3 Year Average)	33,397	33,203	32,849	32,546
	Attendance (ADA)	32,937	32,417	32,417	32,284
	Enrollment to ADA %	91.15%	90.57%	90.95%	91.10%
	Unduplicated Pupil Count	68.07%	67.15%	67.70%	67.70%

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

N/A - not multi year

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

see section 9.

Section 12:

NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

See section 6 B and C.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

N/A - Agreement is no cost or savings to the General Fund as the savings from TK aide reductions was not included in the 26/27 Adopted Budget , therefore the budget includes the full restoration costs. The funding sources is the General Fund.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Sacramento City Unified School District

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated
		\$0.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$0.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	0.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	#DIV/0!
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	#DIV/0!
	0.00	
	0.00	
(F)	Total LCFF % increase or (decrease) plus ADA % change	#DIV/0!
(G)	Indicate Total Settlement Percentage Change from Section 5	0.00%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

N/A

CERTIFICATION

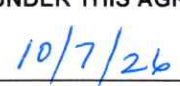
To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement**.

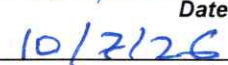
The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.


District Superintendent - signature


Date


Chief Business Official - signature


Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on
Thursday, September 17, 2026 took action to approve the proposed Agreement with the
Service Employees International Union (SEIU) Bargaining Unit.


President, Governing Board - signature


Date



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1i

Meeting Date: September 17, 2026

Subject: Approve Labor Partner Agreements

- ☐ Information Item Only
- ☒ Approval on Consent Agenda
- ☐ Conference (for discussion only)
- ☐ Conference/First Reading (Action Anticipated: _____)
- ☐ Conference/Action
- ☐ Action
- ☐ Public Hearing

Division: Human Resources Services

Recommendation: The recommendation is to approve Labor Partner Agreements.

Background/Rationale: The District has an immediate need to ensure there is no disruption to services provided to students. The District has worked with the SCTA, SEIU, and UPE to ensure we are recruiting staff to reduce the use of outside agencies to meet the needs of students.

Financial Considerations: The District will continue to work to recruit and retain employees in the areas of need identified in the MOU.

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached: Labor Partner Agreement

1. Transitional Kindergarten Aides

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Assistant Superintendent, Human Resources and Labor Relations

Approved by: Cancy McArn, Superintendent

**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD) &
Service Employees International Union (SEIU)**

Transitional Kindergarten Aides

September 1, 2026

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District ("District" or "SCUSD") and the Service Employees International Union local 1021 ("SEIU"), collectively "the Parties," regarding the creation of a new classification for Transitional Kindergarten (TK) Aides, the allocation of FTE and reemployment rights of Instructional Aides who previously were assigned to support TK classrooms.

The District and SEIU hereby agree as follows:

New Classification; Instructional Aide, Transitional Kindergarten

- 1) The Parties agree to the creation of a new classification; Instructional Aide, Transitional Kindergarten (IA, TK) (See Attachment)
- 2) The Parties acknowledge that the new Instructional Aide (IA) TK classification provides that, when not supporting TK students during instructional time, those aides may be assigned to support other students at the same school site during their work shift. Such duties may include but are not limited to assisting students within or outside the classroom and providing support during student drop-off and pick-up.
- 3) TK Aides will always be provided with the appropriate breaks based on their FTE and in alignment with the Collective Bargaining Agreement with SEIU.

Instructional Aide, TK - FTE allocation for the 2026-2027 School year

- 4) For the 2026-2027 School year the District will allocate FTE for the new IA, TK position as follows:
 - a) .75 FTE (6-hour position) will be allocated for TK classrooms where there is a vacancy.
 - b) .75 FTE (6-hour position) will be allocated for TK classrooms where there is already a current Instructional Aide assignment provided the individual in that assignment agrees to be reclassified into the new IA, TK classification and they agree to accept a .75 (6-hour position).

Reclassification:

- 5) The following people will be offered reclassification into the new IA, TK classification in the following order:
- a) Instructional Aides, currently assigned to a TK classrooms who accepted a voluntary reduction in hours for the 2026-2027 school year.
 - b) Instructional Aides, hired as Instructional Aides and currently assigned to a TK classroom for the 2026-2027 school year.
 - c) Instruction Aides who were assigned to a TK classroom and were impacted by the 2025-2026 reduction in force and who have reemployment rights. These individuals will be offered and assigned based on the Districts need and in order of seniority.
- 6) Those offered to be reclassified into the IA, TK position will have 24 hours to respond.
- 7) Those reclassified into the new IA, TK classification will be placed into a .75 FTE (6-hour position) with priority given to placing individuals in the same TK classroom they previously supported when possible.
- 8) Those who do not accept the reclassification offer may stay in any current position they hold and maintain their current reemployment rights as an Instructional Aide.

Non-Precedent Setting:

- 9) The Parties agree that this MOU is non-precedent setting.

For the District:

Dan Schallock
Assistant Sup. of HR

Date: 9/9/26

For SEIU:

Karla Faucett
SEIU Chapter President

Date: 9/9/26