

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT'S  
SCTA Counterproposal Based on Fact-Finder's Recommendation

**PROPOSED MEMORANDUM OF UNDERSTANDING**

**Between**  
**Sacramento City Unified School District**  
**&**  
**Sacramento City Teachers Association**

MOU- Temporarily Assigning Training Specialists to Fill Vacant Teaching Positions in the District

October 26, 2021

March 22, 2022

**Proposal**

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District (District) and the Sacramento City Teachers Association (SCTA), collectively "the Parties," regarding temporarily assigning Training Specialists to Fill Vacant Teaching Positions in the District.

- ~~1. The Parties agree that, notwithstanding Article 8 of the Collective Bargaining Agreement between the District and SCTA, the District may temporarily assign Training Specialists to fill vacant positions in the District while the District works to fill vacant positions to ensure that students have fully credentialed teachers teaching them.~~
- ~~3. The District will assign Training Specialists to the District's schools with the highest needs for fully credentialed teachers to fill vacant positions.~~
- ~~5. Training Specialists will be assigned to temporary positions based on their credentials.~~
- ~~7. Training Specialists will not be assigned to cover more than one site per day, except in the event of an emergency, a member may be required to provide supervision/subbing at a second site.~~
  1. Reliance on regular substitutes first, and then non-represented staff second, before using Training Specialists.
  2. Training specialists will not be assigned to fill vacant positions more than one full day per week as they have essential work to provide; if lack of supervision requires assignment more than once a week, a key administrator [insert name here] and the union will be notified.
  3. Participation is optional (voluntary).

4. Any training specialist who agrees to fill in for a vacancy will be compensated \$15 per 15 minute increment, up to a maximum of \$345 per day, in addition to their regular pay.

8.5. This Agreement is not precedent setting.

9.6. Term of Agreement. This MOU expires on June 30, 2022, unless the Parties mutually agree to extend it.

**For the District:**



\_\_\_\_\_  
Superintendent  
Jorge A. Aguilar

Date: \_\_\_\_\_

**For SCTA:**



\_\_\_\_\_  
President  
David Fisher

Date: 4/4/22