

**Memorandum of Understanding  
between the  
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
and the  
SACRAMENTO CITY TEACHERS ASSOCIATION**

**Issues Relating to Teacher Compensation at A. Warren McClaskey Adult Center  
March 9, 2023**

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District (“District” or “SCUSD”) and the Sacramento City Teachers Association (“SCTA”); collectively referred to as “the Parties,” regarding various issues regarding teacher compensation at the A. Warren McClaskey Adult Center (“McClaskey”). The Parties agree to address these issues as set forth below.

1. Due to a scheduling change that was not negotiated between the District and SCTA, December 22 and 23, 2022 were designated as nonwork days for the teachers at McClaskey and teachers were not paid for those two days. The Parties agree that all teachers assigned to McClaskey on December 22 and 23, 2022 will receive compensation for those days.
2. On May 20, 2021, the Parties entered into an MOU (“2021 Summer Program”), in which it was agreed that for the 2021 Summer Program only, unit members would be compensated at a rate of \$80.00 per hour. The McClaskey and Skills Center teachers listed below will be compensated for their work during the 2021 Summer Program at the \$80/hour rate, and will be paid the difference between the \$80/hour rate and the amount that they were actually paid for their work during the 2021 Summer Program.

Clifton Carley	114 hours
Kathryn Harris	249 hours
Philip Jones	234 hours
Thellis Panacek	259 hours
Catherine Ramirez	234 hours
David Stincelli	264 hours
Lisa Lombard	96 hours

Skills Center Teachers:

<u>Boyd, Kathryn</u>	105.5 hours
<u>Bruce, Elaine</u>	376 hours
<u>Chufar, Bonnie</u>	376 hours

<u>Ciani, Nicholas</u>	38.5 hours
<u>Curry, Christina</u>	376 hours
<u>Doll, Lorraine</u>	329 hours
<u>Fong, Lana</u>	376 hours
<u>Frankenberger, Norman</u>	67.5 hours
<u>Fraze, Todd</u>	282 hours
<u>Gagney, David</u>	204 hours
<u>Gallardo, Elisa</u>	376 hours
<u>Hawes, Victoria</u>	257 hours
<u>Huynh, Sandra</u>	376 hours
<u>Monte, Don</u>	34 hours
<u>Mulloy, Kathleen</u>	368 hours
<u>Rosa, Ruth</u>	144 hours
<u>Sterling, Marguerite</u>	201 hours

- Professional Learning for the 2022-2023 school year was provided over three days at the beginning of the school year. Teachers who did not participate and who were compensated for teaching those days will be permitted to complete the 180-minute online preservice self-guided modules entitled: Tier One High Quality Instruction: What Is Implicit Bias and How Do We Address It?; Tier One High Quality Instruction: LGBTQ+ Advocacy; and Tier One High Quality Instruction: LGBTQ+ Laws & Policy. McClaskey teachers employed during the 2022-2023 school year may, upon proof of completion of this Professional Learning consisting of a screenshot or copy of completion certificates sent to Dr. Gilmore, will be compensated for 180 minutes at their contract hourly rate.
- During the summer of 2020, the McClaskey program was provided funds for the school to maintain paying its employees during COVID. The district did not pay the teachers of McClaskey Adult Center for the summer of 2020. The district will compensate teachers at McClaskey Adult school listed below for the summer of 2020 for the 53 days they normally work.


Clifton Carley  
Kathryn Harris  
Philip Jones  
Thellis Missy Panacek  
Catherine Ramirez  
David Stincelli  
Lisa Lombard  
Anna Garcia  
Bob Berencamp

- Any compensation owed to McClaskey teachers pursuant to this MOU shall be paid within sixty (60) days of the full execution of this MOU.

6. This MOU is nonprecedential and does not establish a past practice.

7. This MOU shall expire on June 30, 2023.

**For the District:**



Superintendent  
Jorge A. Aguilar

Date: 3/27/23

**For SCTA:**



President  
David Fisher

Date: 3/24/23