

PROPOSED MEMORANDUM OF UNDERSTANDING

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

Extending the 2021-2022 School Year

April 20, 2022

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 extending the 2021-2022 school year to make up school days missed during the SCTA/SEIU strike.

Now that the parties have reached a new collective bargaining agreement and COVID/Reopening Schools for the 2021-2022 school year, this Agreement is intended to address making up instructional days missed from March 23, 2022 to April 1, 2022.

1. Starting on April 28, 2022, and for the six (6) Thursdays that follow (May 5, 12, 19, 26, and June 2, 9, 2022), the typical Thursday schedule that includes a reduced instructional day for collaboration that occurs on those Thursdays will be extended by sixty (60) minutes and each class period will follow the regular instructional schedule (the schedule used on Monday, Tuesday, Wednesday, and Friday). All SCTA unit members are required to work the full day, unless they are on an approved leave of absence for some or all of the day.
2. The minimum day scheduled for June 16, 2022 will be converted to a regular school (instructional) day and each class period will follow the regular instructional schedule (the schedule used on Monday, Tuesday, Wednesday, and Friday). All SCTA unit members are required to work the full day, unless they are on an approved leave of absence for some or all of the day.
3. The nonteaching day referenced in section 5.2.1 of the Collective Bargaining Agreement (CBA) that is scheduled for June 17, 2022 will be converted to a regular school (instructional) day. All SCTA unit members are required to work the full day and provide instruction consistent with the regular instructional schedule, unless they are on an approved leave of absence for some or all of the day.
4. The school year and the employee work year will be extended by five (5) days to include June 20 to 24, 2022 and all SCTA unit members are to report to work for each of these days. The last teacher workday for the 2021-2022 school year shall be June 24, 2022.
5. Employees are required to work each of the days identified in Paragraphs 1, 2, 3, and 4 above, unless they are taking an approved leave of absence pursuant to section 9.6.1.1 of the CBA, which shall be approved if there is a valid note from a medical provider. Employees

are not permitted to take leave for personal importance under section 9.6.2 of the CBA on any of the days referenced in Paragraphs 1, 2, 3, or 4 unless prior approval is granted to the employee for the leave.

6. Any employee who was absent from work due to the strike from March 23 to April 1, 2022 will receive a pay dock of seven days of the eight days that they were on strike which will be reflected in their May paycheck. Employees will not be docked for one of the eight days to reflect their providing instruction and services during the collaboration time and on the June 16, 2022 minimum day in paragraphs 1 and 2. Employees who provide instruction or services on the days specified in Paragraphs 3 and 4 will receive their regular rate of pay for each of the six days worked.
7. SCTA unit members remain responsible for engaging in collaborative time and all required year-end related duties, e.g. attending graduation or other required related duties, grading and student progress reporting, finalizing cumulative files and reports, classroom closure.
8. Employees who submitted a notice of retirement with a retirement date of June 17, 2022 will be deemed to be retiring instead on June 24, 2022 and the District will issue a communication to the employees regarding the new date of retirement.
9. This MOU is not precedential and does not establish a past practice.
10. This agreement expires on June 30, 2022.

For the District:

Superintendent
Jorge A. Aguilar

Date: _____

For SCTA:

President
David Fisher

Date: _____