

## **LETTER of AGREEMENT**

### **Sacramento City Teachers Association and Sacramento City Unified School District**

#### **Children Center Teacher Salary and Job Description July 8, 2014**

The Sacramento City Teachers Association ("SCTA") and the Sacramento City Unified School District ("District"), collectively referred to as "the parties" have considered their mutual interests and recognized the value of and benefit of a positive long-term relationship.

#### **RECITALS**

- A. The parties recognize the importance of the work done by the Child Development Department to the long-term health of the District and the communities it serves.
- B. Mandated program changes from the state and federal government along with other funding grantors have made it necessary for the parties to revise the job description and salary of teachers employed in the Child Development Department.
- C. The parties have worked together for many months to resolve all 2012-2013, 2013-2014, 2014-2015 and potential ongoing issues related to the mandated changes to the Child Development Department required by state law, federal law, and funding grants.
- D. Effective July 1, 2014, all Children Center Teachers will be referred to as Child Development Teachers.

Accordingly, the parties agree as follows:

1. Effective beginning July 1, 2014, all Child Development Teachers currently on the Certified Non-Management Personnel Children's Center Salary

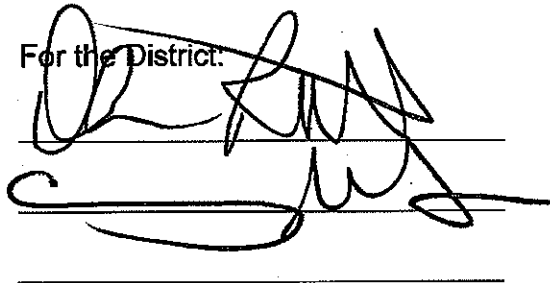
Schedule who meet all three of the qualifications listed in Section 1(a)(i) through and including 1(a)(iii) of this Agreement shall move to the K-12 and Preschool Teachers Salary Schedule upon approval by the Human Resources Department under the following conditions:

- a. Child Development Teachers currently on the Certificated Non-Management Personnel Children's Center Salary Schedule will submit to the Human Resources Department official proof and transcripts of all three of the following in order to move to the K-12 and Preschool Teachers Salary Schedule:
    - i. Children Center Permit, (Site Supervisor or Program Director) issued by the California Commission on Teacher Credentialing
    - ii. CPR Certification
    - iii. Bachelor's (B.A. or B.S.) Degree
  - b. Child Development Teachers who do not possess the qualifications described in 1(a)(i) through and including a(iii) of this section will be moved to the K-12 and Preschool Teachers Salary Schedule for the next regularly scheduled pay period after the submission of official proof and transcripts of their completion of the above three requirements 1(a)(i) through and including (iii) is provided to Human Resources and approved by Human Resources.
  - c. The step and column placement of Child Development Teachers onto the K-12 and Preschool Teacher Salary Schedule from the Child Development Salary Schedule pursuant to the terms of this Agreement shall be in compliance with the party's collective bargaining agreement (CBA).
2. The Parties agree to allow a four (4) year grace period for Child Development Teachers currently employed by the District on the Children Center Salary Schedule to meet the qualifications in paragraphs 1(a)(i) through and including (iii) of this agreement, through September 1, 2018. Those Child Development Teachers who do not meet the requirements after the four year period will no

longer qualify for the Child Development Teacher position and will be appropriately noticed.

3. Beginning July 1, 2014, any Child Development Teacher currently on the Children Center Salary Schedule who does not possess the minimum requirements in paragraphs 1(a)(i) through and including (iii) of this agreement shall remain on the Certified Non-Management Personnel Children Center Salary Schedule. Effective July 1, 2014, all cells on the Certified Non-Management Child Development Personnel Salary Schedule will be increased by seven percent (7%).
4. The parties agree to amend the current Position Description for Child Development Teachers consistent with the attached beginning July 1, 2014.
5. Given the ever-changing funding and program requirements imposed on the Child Development Department and the possible effects of paragraph 2 on the program and SCTA members, the parties agree to meet and evaluate the agreement annually until full implementation on September 1, 2018.

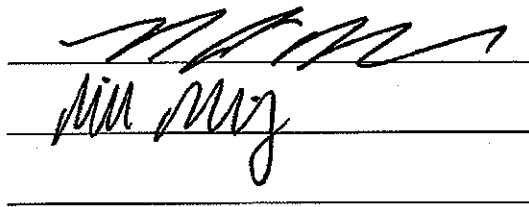
For the District:



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For SCTA:



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Date: ~~June~~ <sup>July</sup> 17, 2014

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