

Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
&
Sacramento City Teachers Association (SCTA)

**2021-2022 Teacher Work Calendar
July 29, 2021**

~~SCTA 7:50 PM District Counter-Proposal August 24, 2021~~

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This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District (“District” or “SCUSD”) and the Sacramento City Teachers Association (“SCTA”), collectively “the Parties”, regarding the 2021-2022 Teacher Work Year (G1) Calendar and additional school calendars.

- I. The parties agree to the 2021-2022 Teacher Work Year (G1) Calendar (“Calendar”) which is Exhibit A, attached hereto. The additional calendars will be modified to reflect the changes contained, herein, and are attached in Exhibit B.
- II. The 2021-2022 Calendar includes two (2) additional mandatory Professional Development days for all members ~~on the G1 Calendar~~ scheduled for August 31, 2021 and September 1, 2021, as provided on Exhibit A. ~~Staff members at New Joseph Bonnheim Elementary School and New Tech High School on alternative school year calendars will also attend the Professional development trainings, on August 5 and 6, the two days immediately prior to the commencement of student instruction on August 9. Staff at New Joseph Bonnheim Elementary, and New Tech High School will complete the training at their own time and pace by September 17, 2021, and all other staff not on the G1 calendar will participate in the training on their own time at their own pace to be completed by September 1, 2021. Completion of the trainings will be recorded electronically.~~
- III. The two (2) Professional Development days will be added to teachers’ compensation and salary schedules, as an extension to the Calendar from 181 days to 183 days for 2021-2022 and meets the employees’ CalSTRS pension credit and obligations. Two additional paid days will also be added to those bargaining unit employees who work a calendar other than the G1 calendar (excluding day-to-day substitutes).
- IV. The two (2) days of Professional Development will follow the outline/agenda:

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A. Day 1 (August 31, 2021)

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|-------------|---|
| 8:00-8:30 | Introductions |
| 8:30-12:00 | Overcoming Implicit Bias and Culturally Responsive Teaching |
| 12:00-12:30 | Lunch |

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| 12:30-2:30 | Site Time with Liaison Committee/Special Ed Workgroup input |
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B. Day 2 (September 1, 2021)

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|-------------|---|
| 8:00-8:30 | Introductions |
| 8:30-12:00 | Overcoming Implicit Bias and Culturally Responsive Teaching |
| 12:00-12:30 | Lunch |
| 12:30-2:30 | Site Time with Liaison Committee/Special Ed Workgroup input |

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| Day 1 (8/31) Teacher self-selected and self-paced day | |
| 8:00-8:30 | <p>"Engage" Session (all)</p> <p>Learning Intention: Prioritize building and nurturing relationships of mutual support and high expectations among students, families and staff</p> |
| 8:30-9:30 | <p>"Explore" Session</p> <p>Learning Intention: Identify the unique social, emotional, mental health, language, and academic needs of every student; develop plans to address those needs</p> |
| 9:45-10:45 | <p>"Choose One" Session*</p> <p>Learning Intention: Support educators to prioritize equity; racial, cultural, and linguistic relevance; rigor; and the highest priority standards in curriculum and instruction</p> |
| 11:00-12:00 | <p>"Choose One" Session and processing</p> <p>Learning Intention: Support educators to prioritize equity; racial, cultural, and linguistic relevance; rigor; and the highest priority standards in curriculum and instruction</p> |
| 12:00-12:30 | Lunch |

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| 12:30-2:30 | Site time |
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(*Session choices designed by segment (elementary, middle, high) and to address [High Quality Instruction](#) through [UDL](#) and [MTSS](#).)

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| Day 2 (9/1) EPOCH Led Initial Day for Overcoming Implicit Bias Program | |
| 8:00-12:00 | EPOCH module independent study on Compassionate Dialog. See https://epochacademy.thinkific.com/ |
| 12:00-12:30 | Lunch |
| 12:30-2:30 | Reflection Time <u>SCTA Recommended Readings:</u> <ul style="list-style-type: none"> a. Article on Characteristics of white supremacy culture by Tema Okun. b. A presentation on WSC Characteristics Melanie Bean worked on that could be used with staff. c. Gholdy Muhammad "5 pursuits": where does identity, skills, intellect, criticality, joy show up in our teaching? d. The HILL model Equity framework |

The SCTA Equity Committee, along with a representative of the District advisory committees ~~Black Parallel School Board~~, will meet with Dr. Nancy Dome of EPOCH Education and representatives from the District to discuss the operationalizing development of additional trainings throughout the remainder of the school year to continue this important work. ~~Additional training, including content and scheduling, shall be subject to mutual agreement between SCTA and SCUSD.~~

- V. Expiration Date. This Agreement shall expire on the last day of the 2021-2022 Calendar. For the 2022-2023 school year and thereafter, unless agreed otherwise, all District Calendars will revert back to the previously existing number of work days (e.g. G1 Calendar 181 days).

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For the District:

For SCTA:

Superintendent
Jorge A. Aguilar

President
David Fisher

Date: _____

Date: _____

