

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

**2021-2022 Teacher Work Calendar  
 August 25, 2021**

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 at New Joseph Bonnheim Elementary, and New Tech High School will complete the training at their own time and pace by October 1, 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 October 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:

|                                  |                        |
|----------------------------------|------------------------|
| Day 1                            |                        |
| (8/31)                           |                        |
| Self-selected and self-paced day |                        |
| 8:00-8:30                        | “Engage” Session (all) |

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|-------------|--|
|             | Learning Intention: Prioritize building and nurturing relationships of mutual support and high expectations among students, families and staff   |
| 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><i>Learning Intention:</i> 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><i>Learning Intention:</i> 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  |
| 12:30-2:30  | Site time  |

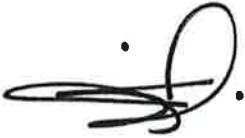
(\*Session choices designed by segment (elementary, middle, high) and to address [High Quality Instruction](#) through [UDL](#) and [MTSS](#).)

|   |   |
|---|---|
| <p>Day 2</p> <p>(9/1)</p> <p>EPOCH Led Initial Day for Overcoming Implicit Bias Program</p> |   |
| 8:00-12:00  | EPOCH module independent study on Compassionate Dialog. See <a href="https://epochacademy.thinkific.com/">https://epochacademy.thinkific.com/</a>             |
| 12:00-12:30   | Lunch   |
| 12:30-2:30  | <p>Reflection Time</p> <p><u>SCTA Recommended Readings:</u></p> <p>a. Article on <a href="#">Characteristics of white supremacy culture</a> by Tema Okun.</p> |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>b. A <a href="#">presentation on WSC Characteristics</a> Melanie Bean worked on that could be used with staff.</li> <li>c. Gholdy Muhammad <a href="#">"5 pursuits"</a>: where does identity, skills, intellect, criticality, joy show up in our teaching?</li> <li>d. <a href="#">The HILL model</a> Equity framework</li> </ul> |
|--|--|

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).

**For the District:**



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

Date: 8/25/21

**For SCTA:**



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 President  
 David Fisher

Date: 8/25/21