Sacramento City Unified School District Proposal to the
Sacramento City Teachers Association
2019-2022 Successor Contract Negotiations

March 21, 2022

Recognizing the parties have been in contentious, prolonged labor negotiations for a successor contract and acknowledging that the COVID-19 pandemic has presented extreme challenges for students, employees, and families, the parties hereby agree as follows related to the 2019-2022 successor collective bargaining agreement:

1.   The Collective Bargaining Agreement will be extended through June 30, 2022, with the following changes:

        a.

approval and ratification of this agreement will receive a one-time stipend in the 2021-2022 school year in the amount of 1% of their base 2019-2020 salary. This stipend will be prorated for part-time employees. This stipend will be paid within ninety (90) days of final approval and ratification of this agreement.

1% One-time Stipend (District cost of $2,470,694) for 2020-2021In addition,

Creation of Working Group to Discuss Changes to Article 8 and Academic Calendar to Address Impediments, Including Timelines, to Filling Vacancies:The District proposes that the District and SCTA immediately convene a working group of the bargaining table with three representatives from the District and three representatives from SCTA to review the school calendar and Article 8, Vacancies and Transfers, to address impediments to filling vacancies and staffing our schools.

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Sacramento City Teachers Association
2021-2022 COVID and Reopening Negotiations

March 21, 2022

In an effort to reach agreement and complete COVID and reopening negotiations and attempting to follow the Fact-Finding Panel Chair's recommendations to the maximum extent possible and where not otherwise addressed in the Collective Bargaining Agreement for the remainder of the 2021-2022 school year, the District proposes the following:

1.   Health and Safety

The District proposes to follow the guidance and requirements of the California Department of Public Health (CDPH) related to COVID-19 mitigation in schools, as those requirements may change over time. The District also proposes the establishment of a District/SCTA Health and Safety Committee consisting of an equal number of District and SCTA representatives, with a maximum of three representative for each party. The District proposes that each party share with the other the names of their respective representatives to the Committee by April 1, 2022 and that the Committee convene for its first meeting on or before April 22, 2022.

2.   Continuity of Learning/Short-Term Independent Study

The District proposes that for the remainder of the 2021-2022 school year and effective with the date of final approval and ratification of this agreement, teachers who are required to quarantine for COVID-19 related reasons may volunteer to provide instruction remotely via Zoom to students in the classroom while those students are supervised by a substitute and that such teachers be compensated for the additional time needed to prepare for such Zoom instruction.

3.   Long-Term Independent Study

The District proposes that for the remainder of the 2021-2022 school year, independent study teachers continue to implement the requirements of Assembly Bill 130.

The District proposes that for the remainder of the 2021-2022 school year, teachers with regular classroom assignments may volunteer to work with independent study students. Teachers who volunteer may be assigned up to ten independent study students and receive their per diem compensation for up to eight hours a week. Volunteers would be selected by seniority, with the numbers based on District need. The eight hours of instruction per week would include five hours of direct instruction and three hours of preparation time.

The District proposes that teachers who are assigned to the independent study may return to their home school or a comparable teaching assignment if their position is not

available. Teachers who are displaced because their position no longer exists will follow