

Interim Tentative Agreement

By & Between

The Sacramento City Unified School District  
&  
The Sacramento City Teachers Association

August 8, 2023

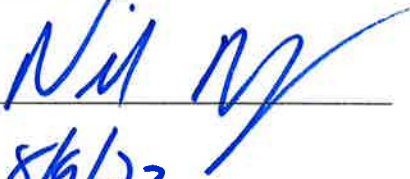
To re-establish a more cooperative, constructive approach to labor relations, the Sacramento City Unified School District (SCUSD) and the Sacramento City Teachers Association (SCTA) hereby agree as follows:

**1. Pre-Service Professional Learning Days**

- a. For the 2023-24 school year, three (3) Pre-service Professional Learning days will be added to the SCTA unit member's work calendars for all unit members and will be scheduled for three days prior to the first day of school (August 28, 29, 30), as noted by the attached agendas. The New Teacher Orientation under Article 5 of the CBA will be held on Thursday, August 24, 2023 in addition to the three professional learning days.
- b. Pre-service Professional Learning days for schools with unique start dates (New Joseph Bonnheim Community Charter School, New Technology High School, Charles A Jones Career and Education Center, and A Warren McClaskey) and for employees with a work calendar that starts before the traditional teacher work calendar, those calendars will be determined by the District and SCTA on or before August 15, 2023 and by June 1, 2024 for the 2024-2025 school year.
- c. The three (3) Pre-Service Professional Learning Days for 2023-2024 and 2024-2025 will be added to unit members' compensation and the SCTA salary schedules, reflecting an extension to the unit members' assigned base calendar of three (3) days.
- d. For 2024-2025, the parties agree to begin meeting no later than March 15, 2024 to jointly develop mutually-agreed upon work calendars along with agenda and content for the three (3) Pre-service Professional Learning days. The parties will make every reasonable effort to reach an agreement on the calendars, the agenda, and content by June 1, 2024.

**2. This interim agreement will be implemented upon approval by both parties.**

For SCTA

  
\_\_\_\_\_  
8/9/23

Date

For SCUSD

  
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8.9.2023

Date

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CLASSROOM-BASED EDUCATOR OPTION			
	DAY ONE	DAY TWO	DAY THREE
HOUR 1	<p><b>Welcome Back &amp; Staff Meeting</b></p>	<p><b>Basics of Trauma-Informed Principles</b> Participants will build a common language and understanding about trauma-informed principles and the critical role they play in fostering and sustaining an anti-racist learning environment for students and adults.</p> <p><b>Five High Leverage Anti-Racist/Trauma-Informed Site-Based Practices</b> Participants will learn how to apply five leverage anti-racist/trauma-informed practices to foster and sustain an anti-racist learning environment for students and adults.</p> <p>Content designed by Epoch Education, Heart Core Consulting &amp; SCUSD Culture/Climate Team</p> <p>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site leadership teams, to modify/expand upon and deliver based on site needs and prior trainings.</p>	<p><b>Curriculum &amp; Instruction Focus*</b> Participants will learn about available centralized resources (teach.scusd.edu, scope &amp; sequence, priority standards, assessments, and professional learning) and work in collaborative teams to plan for teaching and learning.</p> <p>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site leadership teams, to modify/expand upon and deliver based on site needs and prior trainings.</p> <p>*Central office departments in collaboration with SCTA unit members will provide alternate content and support for job-specific training for non-classroom-based, Early Learning and Care, and Special Education educators.</p>
HOUR 2	<p><b>Building &amp; Sustaining a Culture of Reflection*</b> Site leaders &amp; staff will collaboratively work to analyze academic, behavior and culture/climate site, classroom and student data to identify site- and student-based needs and professional learning focus.</p> <p>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site leadership teams, to modify/expand upon and deliver based on site needs and prior trainings.</p> <p>*Central office departments in collaboration with SCTA unit members will provide alternate content and support for job-specific training for non-classroom-based, Early Learning and Care, and Special Education educators.</p>		
HOUR 3	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	<p><b>Collaboration, Planning &amp; Prep</b></p>
HOUR 4	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	
HOUR 5			

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HOUR 6				
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CLASSROOM-BASED EDUCATOR OPTION - SSHS			
	DAY ONE	DAY TWO	DAY THREE
HOUR 1	<b>Welcome Back &amp; Staff Meeting</b>	<p><b>Basics of Trauma-Informed Principles</b> Participants will build a common language and understanding about trauma-informed principles and the critical role they play in fostering and sustaining an anti-racist learning environment for students and adults.</p> <p><b>Five High Leverage Anti-Racist/Trauma-Informed Site-Based Practices</b> Participants will learn how to apply five leverage anti-racist/trauma-informed practices to foster and sustain an anti-racist learning environment for students and adults,</p> <p><i>Content designed by Epoch Education, Heart Core Consulting &amp; SCUSD Culture/Climate Team</i></p> <p><i>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site representatives, to modify/expand upon and deliver based on site needs and prior trainings.</i></p>	<p><b>SSHS Department</b> <i>School Social Workers: Profession-related training and collaboration focused on Student Support Services program development and implementation/ Process and procedures/ documentation training</i></p> <p><i>School Nurses: Profession-related training and collaboration focused on 1) Direct Care/Case Management/documentation and 2) Emergency Care Plan development and management</i></p>
HOUR 2	<p><b>SSHS Department</b> School Social Workers: Profession-specific training and collaboration focused on implementing a Student Support Service Continuous Improvement process</p> <p>School Nurses: Profession-specific training and collaboration focused on 1) implementing a Health Service Continuous Improvement process</p>		
HOUR 3			<p><b>Collaboration, Planning &amp; Prep</b></p>
HOUR 4	<b>Mandated Trainings</b> <i>Self-paced online in classrooms</i>	<p><b>Mandated Trainings</b> <i>Self-paced online in classrooms</i></p>	
HOUR 5			
HOUR 6			

**CLASSROOM-BASED EDUCATOR OPTION – Early Learning and Care**

	DAY ONE	DAY TWO	DAY THREE
HOUR 1	<p><b>Welcome Back &amp; Staff Meeting</b></p>	<p><b>Basics of Trauma-Informed Principles</b> Participants will build a common language and understanding about trauma-informed principles and the critical role they play in fostering and sustaining an anti-racist learning environment for students and adults.</p> <p><b>Five High Leverage Anti-Racist/Trauma-Informed Site-Based Practices</b> Participants will learn how to apply five leverage anti-racist/ trauma-informed practices to foster and sustain an anti-racist learning environment for students and adults,</p> <p>Content designed by Epoch Education, Heart Core Consulting &amp; SCUSD Culture/Climate Team</p> <p>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site representatives, to modify/expand upon and deliver based on site needs and prior trainings.</p>	<p><b>Early Learning &amp; Care</b></p> <p>Participants will learn about available centralized resources (<a href="http://teach.scusd.edu">teach.scusd.edu</a>, scope &amp; sequence, priority standards, assessments, and professional learning) and work in collaborative teams to plan for teaching and learning.</p> <p>Overview of Learning Genie – Planning Lessons with data and Ready Rosie/Creative Curriculum Integration. Provide instructional guidance and expectations, lesson planning tools, rubrics, and framework. Dive deeper into the Creative Curriculum.</p> <p>Head Start/CSPP and Licensing mandated safe and healthy procedure and practices.</p>
HOUR 2	<p><b>Early Learning &amp; Care</b></p> <p>Site &amp; central staff will collaboratively work to analyze academic, behavior and culture/climate site, classroom and student data to identify site- and student-based needs and professional learning focus.</p> <p>Overview of the Preschool Learning Foundations and the Desired Results Developmental Profile (DRDP), which focuses on the results of students' developmental milestones.</p> <p>Review the connection between the DRDP assessment areas and foundations. Data analysis session.</p> <p>Head Start/CSPP and Licensing mandated safe and healthy procedure and practices.</p>		
HOUR 3			<p><b>Collaboration, Planning &amp; Prep</b></p>
HOUR 4	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	<p><b>Mandated Trainings</b> Self-paced online in classrooms</p>	
HOUR 5			
HOUR 6			

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CLASSROOM-BASED EDUCATOR OPTION – Special Education Department			
	DAY ONE	DAY TWO	DAY THREE
HOUR 1	<b>Welcome Back &amp; Staff Meeting</b>	<p><b>Basics of Trauma-Informed Principles</b> Participants will build a common language and understanding about trauma-informed principles and the critical role they play in fostering and sustaining an anti-racist learning environment for students and adults.</p> <p><b>Five High Leverage Anti-Racist/ Trauma-Informed Site-Based Practices</b> Participants will learn how to apply five leverage anti-racist/ trauma-informed practices to foster and sustain an anti-racist learning environment for students and adults,</p> <p><i>Content designed by Epoch Education, Heart Core Consulting &amp; SCUSD Culture/Climate Team</i></p> <p><i>Optional: Additional content designed by SCUSD Academic Office for site leaders, in collaboration with site representatives to modify/expand upon and deliver based on site needs and prior trainings.</i></p>	<p><b>SpEd (All Staff)</b></p> <p>Compliance Training (all staff) 2 hours – Training provided asynchronously</p> <ul style="list-style-type: none"> <li>• Child Find</li> <li>• IEP Implementation</li> <li>• Parent Participation</li> </ul> <p><b>Collaboration, Planning &amp; Prep</b></p>
HOUR 2	<b>SpEd (All Staff)</b> Legal Training on IEP timelines, etc (2 hours) District Legal Representatives		
HOUR 3			
HOUR 4	<b>Mandated Trainings</b> Self-paced online in classrooms		
HOUR 5			

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HOUR 6				
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