



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1k

Meeting Date: May 1, 2025

Subject: Approve Labor Partner Agreements

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resources Services

Recommendation: The recommendation is to approve Labor Partner Agreements.

Background/Rationale: The District has an immediate need to ensure there is no disruption to services provided to students. The District has a shared interest with the Sacramento City Teachers Association (SCTA) regarding the 2025 summer school programs in providing core summer school academic intervention and enrichment programs to students.

Financial Considerations: The District will continue to monitor fiscal liabilities.

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached: Labor Partner Agreement

1. SCTA MOU – Expanded Learning Opportunities: Summer School Programs 2025

Estimated Time of Presentation: N/A

Submitted by: Cancy McArn, Chief Human Resources Officer & Lead Negotiator

Approved by: Lisa Allen, Superintendent

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**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD)
and the
Sacramento City Teachers Association**

Concerning

**EXPANDED LEARNING OPPORTUNITIES
Summer School Programs 2025**

April 4, 2025

This Memorandum of Understanding (MOU) titled "Expanded Learning Opportunities: Summer School Programs 2025" is an agreement between the Sacramento City Unified School District "District" and the Sacramento City Teachers Association, collectively "the Parties," regarding the 2025 summer school programs.

AGREEMENT

Definitions of Summer School Programs 2025

Summer Matters: The core summer school academic intervention (8:00 am – 12:00 pm) and enrichment (12:00 pm – 5:00 pm) program for current TK-12 students. Summer Matters program is focused on providing our students with:

- Exposure to new experiences
- Academic instruction to minimize learning gaps & reduce summer learning loss through high-quality theme-based learning units & enrichment activities
- Opportunities to learn and practice cooperative and collaborative learning skills
- Opportunities to engage and work with current Expanded Learning partners (Updates to the list provided will be shared)
- Opportunities to learn, practice, and develop social and emotional skills
- Opportunities for credit recovery
- Opportunities to engage in daily physical activity

Extended School Year (ESY): Pre K-12 grades students in special education and related services that are provided to a student with a disability beyond the regular school year in accordance with his/her IEP. The need for ESY services must be determined annually on an individual basis by the Individual Education Program (IEP) team.

Academic Intervention: This term will be used to be inclusive of the core TK-8 Summer Matters (Academic Intervention 8:00 am - 12:00 pm) program focused on minimizing learning gaps and summer learning loss, 9-12: Credit Recovery, Bridge or Transition programs, Site Designed Academic Programs, programs listed below, and/or enrichment programs implemented by site leaders at their school site during the summer school timeframe.

Enrichment: This term will be used to be inclusive of the TK-6 Summer Matters (Enrichment 12:00 pm 5:00 pm) expanded learning programs to minimize and reduce summer learning loss. The Summer Matters enrichment program is focused on providing our students with:

- Exposure to new experiences

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- Opportunities to learn and practice cooperative and collaborative learning skills
- Opportunities to engage and work with current Expanded Learning partners (Updates to the list provided will be shared)
- Opportunities to learn, practice, and develop social and emotional skills
- Opportunities to engage in daily physical activity

Site Designed Academic Program (SDAP): This is a summer learning program implemented by any site within the Sacramento City Unified School District in collaboration with staff and departments at the district to address specific student populations based on site data/needs. The opportunity to implement a Site Designed Academic Program for summer school is open to all elementary, middle and high schools. Site leaders will work in partnership with their staff and/or district departments to complete a Site Designed Academic Program proposal. Sites can run more than one type of site designed program for summer school.

Summer @ City Hall: This city-run program is focused on increasing civic engagement and learning through hands-on learning experiences and projects.

Workability: The summer work experience program will serve high school students with disabilities. The program will provide the student with valuable life and job-related skills that will support their post-secondary goals for transitioning out of high school.

Community Programs: These programs focus on providing 9 hours per day of enrichment opportunities, community building, and daily physical activities to accommodate working families during the summer. The community centers include YMCA, Phoenix Park, and Boys & Girls Club.

Work Term/Hours/Class Size

1. ESY

The ESY Program will run from June 23, 2025 to July 18, 2025, excluding July 4th, for a total of 19 work days. The work hours for the ESY Program shall be no more than 4.5 hours a day between the hours of 7:30 a.m. to 1:30 p.m. with the specific hours to be determined by the District.

- The class size for ESY will be consistent with the contractual class size for SDC Mild/Moderate and Moderate to Severe during the school year.
- ESY teachers will participate in four (4) days of pre-service training and prep days on June 16, 17, 18 and 20 for 4 hours a day from 8:30 a.m. to 12:30 p.m.
- On June 16, 17, and 18, teachers will receive training on curriculum, community-based instruction, behavior management, related service supports, therapeutic transfers, lifts, and other health-related support.
- On June 20 from 8:30 a.m. to 12:30 p.m., teachers and certificated service providers will engage in a one (1) hour staff meeting with the Summer School Principal and three (3) hours to setup the classroom, review students records and contact parents.
- Teachers will work on July 21 (non-instructional day) for 4 hours to complete end-of-ESY summer school duties and responsibilities.

2. Summer Matters

The core academic summer school program for current TK-12 will run from June 23, 2025 - July 25, 2025 excluding July 4th, for a total of 24 work days. Teachers working in the Summer Matters program shall work no more than 4 hours a day between the hours of 8:00 am - 12:00 pm.

- The class size for the current TK-8 grade students in Summer Matters program will be no more than 16 students.

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- Teachers' pre-service training days will be June 16, 17, and 18 for 4 hours a day from 8:30 a.m. - 12:30 p.m.
- Enrichment offered to students from 12:00 p.m. - 5:00 p.m. will be provided through Expanded Learning Partners. The Enrichment Program will not utilize contractors to provide instruction or any services that are part of the SCTA bargaining unit.

3. Site Design Academic Programs (SDAP)

The SDAP for current TK-12 will run from June 23, 2025 - August 8, 2025, excluding July 4th. The total number of days worked and exact dates of programming may vary depending on the academic calendar for 2025-2026. Teachers working in a SDAP shall work no more than 4 hours a day from 8:00 am - 12:00 pm.

- The class size for the current TK-8 will be no more than 16 students.
- The class size for high school programs will be 34.
- The class size for Accelerated Academy (in person and/or online Credit Recovery) will be 60.
- Bridge and/or Transition program dates may vary by site, but will not exceed 34.
- Career Readiness, College and Technical Preparation, and Homeless Youth programs will not exceed a class size of 34.

4. Summer @ City Hall

The Summer at City Hall Program will run Mondays through Thursdays from June 23, 2025 to July 21, 2025, excluding July 4th, for a total of 20 work days. The work hours for the Summer at City Hall Program shall not exceed five (5) hours a day between the hours of 8:30 a.m. to 3:00 p.m. Class size for Summer at City Hall will be 4 adults to 30 students (one of the four adults will be a certificated teacher).

Teacher work hours will vary on the following days:

- June 16th- Teacher pre-service training for four (4) hours.
- July 22 - Presentation at City Hall. Teachers will work up to five (5) hours.
- July 24 - Graduation. Teachers will work up to five (5) hours.

5. Workability

The Summer Work Experience Program, designed by the Special Education Workability Team, will run from June 23 - July 21, excluding July 4th, for a total of 20 work days. The work hours for the Summer Work Experience Program for the students will be 10-15 hours per week and the staff will work no more than 20 hours per week.

6. Hours

The instructional workday during the Summer School Programs will run from 8:00 a.m. - 12:00 p.m., Monday through Friday. Teachers will meet weekly on Thursdays from 11:00 a.m. - 12:00 p.m. for Collaboration Time with the Summer School Principal and staff (elementary & middle school).

Compensation

Educators represented by SCTA who agree to work in any summer school programs for 2025 shall be compensated at the rate of \$80 per hour or their contract hourly rate (whichever is higher), and will work under the direction of the summer school principal and/or district site leader.

SCTA members working in the summer programs whose contractual calendar overlaps with the dates of the summer programs shall be compensated for any differences between their rate of pay and the \$80 per hour.

Pre/Post Service Days

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ESY

Teachers who will be participating in the ESY program are required to attend four (4) pre-service days before the program begins. These days will take place on June 16, 17, 18, and 20, 2025, from 8:30-12:30 for 4 hours per day.

Teachers will have one (1) day for cleaning up the classroom and completing end-of-ESY summer school duties and responsibilities at the end of the ESY program.

During the professional learning sessions on one or more pre-service days, teachers will receive training on curriculum, community-based instruction, behavior management, related service supports, therapeutic transfers, lifts, and other health-related support. Teachers covered by this MOU will be compensated at the agreed-upon hourly rate of \$80 per hour or their contractual hourly rate (whichever is higher).

Professional learning will include, but not be limited to:

PL Days	Date	Time
Day 1: General Orientation	June 16, 2025	8:30 - 12:30 (4 hours)
Day 2: (General Curriculum) Community-Based Instruction - Adult Transition Instructors & Para professionals	June 17, 2025	8:30 - 12:30 (4 hours)
Day 3: Related Service Providers (Behavioral Team, Vocational Team, OT/PT/APE, SLPs)	June 18, 2025	8:30 - 12:30 (4 hours)
Day 4: Summer School Principal Facilitated Staff Meeting @ Summer School Site	June 20, 2025	8:30-9:30 (1 hour)
Review of site operations, distributing materials, setting up the classroom, and contacting parents		9:30- 12:30 (3 hours)

Summer Matters & Site Designed Academic Programs

Teachers in the summer programs will participate in three (3) days of pre-service training days prior to the start of the summer school program. The pre-service days will be Monday, June 16, Tuesday, June 17, 2025 and Thursday, June 18, 2025 from 8:30-12:30 for 4 hours per day. The pre-service will consist of two (2) days of professional learning and one (1) day for a staff meeting, materials distribution, review of site operations, parent contact and classroom setup. Teachers covered by this MOU will be compensated at the agreed upon rate of \$80 per hour or their contractual hourly rate (whichever is higher).

Professional learning will include, but not be limited to:

PL Days	Date	Time
Day 1: Summer School Logistics	June 16, 2025	8:30 - 12:30 (4 hours)

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Day 2: Curriculum, Instruction, & Assessment	June 17, 2025	8:30 - 12:30 (4 hours)
Day 3: Summer School Principal Facilitated Staff Meeting @ Summer School Site	June 18, 2025	8:30 - 9:30 (1 hour)
Review of site operations, distributing materials, setting up the classroom, and contacting parents		9:30- 12:30 (3 hours)

7. Collaborative Time

- Teachers participating in any of the Summer School Programs will have the instructional day shortened by one (1) hour on Thursdays to allow for one (1) hour of staff collaboration time.
- Collaborative time will be conducted in accordance with the Collaborative Time MOU (June 2016).

8. Assessments

- Teachers and other certificated service providers working in the ESY program will complete progress updates on IEP goals at the conclusion of the ESY summer program and provide documentation on or before July 21, 2025.
- Teachers teaching in the current TK-8 summer school programs will administer pre and post assessments for each grade level.
- Teachers teaching in a Site Designed Academic Program will follow the approved program's proposal for assessment and progress monitoring.

9. Field Trip

Teachers who volunteer as a chaperone during scheduled field trips from (12:00 pm - 5:00 pm) will be compensated for the additional hours worked at the agreed upon hourly rate.

The teacher of record will have the first opportunity to chaperone a fieldtrip with their class.

Teachers chaperoning a fieldtrip will supervise students.

10. Assignment

In the event there are fewer positions than teachers who have the appropriate credentials, and who are interested, assignment will be determined by the following:

- 1.) Teachers who teach at that same school site during the regular school year
- 2.) Seniority within the District

11. The District will attempt to pay staff who participate in the various summer school programs as quickly as possible, but no later than ninety days (90) after the conclusion of the programs.

12. This MOU only applies to summer school programs and does not apply to any schools or programs that are staffed by SCTA-educators who work according to a 12-month calendar/salary schedule.

13. Non Precedent Setting

This MOU is limited specifically to programs under the term "Summer School Programs 2025," is a non-precedent setting, and does not establish a past practice for any purpose.

14. Expiration Date

This Addendum shall expire in full without precedent on the last day of the programs identified under the "Summer School Programs for 2025." According to the timelines set forth in the collective bargaining agreement, Article 4, the Union may enforce this agreement after the expiration date of the event of the District's non-performance of the terms and conditions of this Agreement.

For the District:



Lisa Allen, Superintendent

4.9.25
Date

For SCTA:



Nikki Milevsky, President

4/8/25
Date

Summer School Site List 2025

Summer School Sites Identified for Summer Matters 2025	Enrichment Providers
Elementary Schools	
Bret Harte	Empowering Possibilities Unlimited
Earl Warren	Sacramento Chinese Community Service Center
Ethel I. Baker	Boys and Girls Club of Greater Sacramento
FKBK	Leaders of Tomorrow
Genevieve Didion	Sacramento Chinese Community Service Center
Golden Empire	Sacramento Chinese Community Service Center
Hubert Bancroft	Sacramento Chinese Community Service Center
James Marshall	Empowering Possibilities Unlimited
John Morse	N/A
John Sloat	Leaders of Tomorrow
John Still	Rose Family Creative Empowerment Center
Martin Luther King	Sacramento Chinese Community Service Center
Matsuyama	Sacramento Chinese Community Service Center
New Joseph Bonnheim	Leaders of Tomorrow
O.W. Eriewine	Sacramento Chinese Community Service Center
Parkway	Rose Family Creative Empowerment Center
Phoebe Hearst	Sacramento Chinese Community Service Center
Pony Express	Northern California School of Arts
Suy:u Elementary	Sacramento Chinese Community Service

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	Center
Rosa Parks	Empowering Possibilities Unlimited
Susan B. Anthony	Rose Family Creative Empowerment Center
Sutterville	Sacramento Chinese Community Service Center
Tahoe	Sacramento Chinese Community Service Center
Theodore Judah	Sacramento Chinese Community Service Center
Willam Land	Sacramento Chinese Community Service Center New Hope Community Development Corporation
Woodbine	Sacramento Chinese Community Service Center
Middle Schools	
Albert Einstein	N/A
California Middle	N/A
Genevieve Didion	N/A
John Still	N/A
Rosa Parks	N/A
Will C. Wood	N/A
High Schools	
American Legion	N/A
CK McClatchy	N/A
Hiram Johnson	N/A
Luther Burbank HS	N/A
John F. Kennedy	N/A
Rosemont HS	N/A
Sacramento Accelerated	N/A

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Umoja International Academy	The Hawk Institute
The Met	N/A
West Campus	N/A

Community Program Providers: YMCA of Superior California, Boys and Girls Club and Rose Family Creative Empowerment Center at Phoenix Park

Summer Contract Amounts for Program Providers:

Provider Name	Contract Amount	Funding Source
Boys and Girls Club	\$182,320.00	ELOP/ASES
Empowering Possibilities Unlimited	\$270,720.00	ELOP/ASES
Leaders of Tomorrow	\$180,480.00	ELOP
New Hope Community Development Corporation	\$51,520.00	ELOP
Northern California School of Arts	\$90,240.00	ELOP
Rose Family Creative Empowerment Center	\$281,920.00	ELOP/ASES/21 st Century
Sacramento Chinese Community Center	\$1,224,640.00	ELOP/ASES/21 st Century
The Hawk Institute	\$14,260.00	ELOP/ASES
YMCA of Superior California	\$91,680.00	ELOP/21 st Century

Boys and Girls Club, YMCA and Rose Family's contracts also include the funds for their community sites.

