



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1n

Meeting Date: March 20, 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 worked with SCTA to revise the job description in order to meet the needs of students.

Financial Considerations: The District will continue to work to recruit and retain employees in the areas of need identified in the MOU. The increased salary identified in this agreement will appropriately and fairly reflect the increased complexity and scope of the job duties required to meet the needs of students.

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

Documents Attached: Labor Partner Agreement

1. Reclassification of School Social Workers and Clinician, Psychologist/Social Worker

Estimated Time of Presentation: N/A

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

Approved by: Lisa Allen, Superintendent

D.S. 3/5/25

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

**Social Worker Services and the Reclassification of School Social Workers and Clinician,
Psychologist/Social Workers**

March 5, 2024

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 work of Social Workers in the District and the reclassification of the School Social Workers and Clinician, Psychologist/Social Workers.

The District and the SCTA hereby agrees as follows:

1. The creation of a new Job Description called "ERMHS Specialist" that will encompass the work of the Social Workers and The Clinician, Psychologist/Social Workers currently in the Special Education Department. The parties agree to meet to negotiate this new job description with the final job description finalized no later than April 22, 2025. The job description will set forth the responsibilities for all ERMHS work in the District's Special Education Department including the work at John Morse Therapeutic Center.
2. If the MTSS design team identifies additional tiered services which would be supported by this new position the Parties agree to meet and discuss.
3. The job description will be compensated on the Social Workers Salary Schedule.
4. Staff in the new ERMHS Specialist position, placed on the Social Worker Salary Schedule, who demonstrate that they hold any of the following current, valid clinicians licenses; (MFT, LCSW, PSYD, LPCC) will be compensated a rate inclusive of an additional 3%.

3/5/25 D.S.

5. For School Social workers reclassified into the ERMHS Specialist position, the additional 3% will be retroactive to July 1st 2023 provided they held a valid license during that time period.
6. Anyone reclassified into the "ERMHS Specialist" position will not have their pay reduced as a result of the reclassification. If there is not an equal rate available on the Social Worker salary schedule, the employee will maintain their current salary schedule placement, until there is an equivalent placement available on the Social Workers Salary Schedule.
7. The Calendar of the new position will match that of the current School Social Workers (190 Days).
8. Upon Board approval of the ERMHS Specialist job description and this MOU the District shall move all School Social Workers and Clinician, Psychologist/Social Workers in the Special Education Department into the new ERMHS Specialist classification.
9. Retro-active payments will be made as quickly as possible but no later than 90 days after Board approval of the job description and this MOU.
10. Christina Otterson and Valerie Willover, in the pursuit of their clinical license will have their supervisory hours from July 1st 2024 through June 30th 2025 paid up to a maximum of (\$6150) per person with appropriate documentation.

For the District:

Superintendent

Lisa Allen

For SCTA:

President

Nikki Milevsky