

Memorandum of Understanding
By and Between
The Sacramento City Unified School District (SCUSD)
&
The Sacramento City Teachers Association

Community Schools
March 22, 2023

Introduction:

In 2020, the State of California established the California Community Schools Partnership Program (CCSPP) with nearly \$3 billion in funding to expand and promote a network of, community schools, to:

- Coordinate and provide health, mental health, and pupil support services to pupils and families at community schools, and
- Provide training and support to school districts to help develop best practices for integrating pupil supports.

In 2021, the State of California significantly broadened the CCSPP framework and the scope of work to include:

- A focus on principles that go beyond adding wraparound services (e.g., health, mental health, social services) to the expanded and enriched learning time, community and family engagement, and collaboration as a framework for all of the school's operations.
- An operationalization that introduces the school district as a key supporter and organizer of resources, rather than each school trying to coordinate all of those elements on its own.

Recitals:

Whereas, SCUSD and SCTA recognizes the positive impact community school evidence-based strategies can have on schools and communities; and

Whereas, successful community schools ensure underserved communities receive equitable resources, create community partnerships, and foster the self-empowerment necessary to support student learning, strong families and thriving communities; and

Whereas, SCUSD and SCTA support the development of Community Schools that create school environments that are welcoming and led by an integrated belief system that transmits to students and communities a sense of pride, opportunity, and high expectations through the collective efforts of youth, parents, community members, businesses, and community organizations; and

Whereas, SCUSD and SCTA support the development of Community Schools that intentionally serve the youth and community, through providing support and access to resources equitably to the broader community. The health and climate of schools is mutually dependent on the health and climate of the surrounding community and as such, this strategy is both multi-generational as well as focused on the needs, assets and opportunities beyond the school itself; and

Whereas, SCUSD and SCTA acknowledge the National Education Association's Six Pillars of Community Schools are Inclusive Leadership, Family and Community Partnerships, Strong and Proven Curriculum, Positive Behavioral Practices, High Quality Teaching and Community Support Services;

Whereas, school sites throughout the district will adopt community school strategies and mechanisms of the Six Pillars of Community Schools into their approaches to teaching and community engagement to ensure underserved communities receive equitable resources, create community partnerships, and foster the self-empowerment necessary to support student learning, strong families and thriving communities, beginning with the six schools that are the recipients of Community Schools Implementation Grants from the State of California totaling \$9.5 million; and

Whereas, Sacramento Unified recognizes community schools as a valuable research-based strategy for school accountability, improvement and community development; and

Accordingly, the Sacramento City Unified School District (SCUSD) and the Sacramento City Teachers Association, agree to the following:

1. **District Community Schools Coordinator:** The parties agree to create a District Community Schools Coordinator, which shall be included in the certificated staff bargaining unit. The parties will jointly develop the job description and will cooperate on the selection of the Community Schools Coordinator. The parties will make every reasonable effort to fill the position by May 1, 2023.

2. **SCUSD Community Schools Advisory Committee:** By May 15, 2023, SCUSD and SCTA will establish a Community Schools Advisory Committee (CSAC) to create and inclusively lead the process to coordinate and oversee the implementation of the District Implementation Grant by a Community Schools Implementation Team (CSIT) at each participating school site.

a. The Community Schools Advisory Committee shall include representatives from district administrative staff (2), teachers (2), classified staff (2) students (2), the Sacramento City Teachers Association (1), Service Employees International Union Local 1021 (1), and community stakeholders (7 total--1 appointed by each board member) who will engage in shared leadership training.

b. Steering Committee members will agree to serve on the committee for one year from the date of commencement. Steering Committee members may serve more than one year if a party reappoints them.

c. SCUSD and SCTA shall designate a co-chair for the Steering Committee.

d. The co-chairs, with support from the District Community Schools Coordinator (see above) and the District Community Schools Project Manager, will set the scheduled of the meetings and determine the agenda.

3. **Community Schools Implementation Teams:** In addition to the Community Schools Advisory Committee (CSAC), each school that has been designated by the CSAC as an approved Community School shall implement the following:

- a. A Community Schools Implementation Team (CIST) that will advise and assist staff in the preparation of guidelines outlining a proposed implementation procedure by which a Community School site desiring to become a community school, may proceed systematically through a community school implementation process, after undergoing a school/community-based asset and needs assessment.
- b. The Community Schools Implementation Team (CIST) shall include *school community* stakeholders, including but not limited to: SCTA member educators; SEIU classified staff; parents; community partners; students and youth; representatives from Sacramento City Unified; and academic partners from local universities. The composition of each school site CIST shall be approved by the District CSAC.
- c. The Community Schools Implementation Team must also engage extensively with interested stakeholders, community members, parents, and students in developing implementation guidelines for community schools.
- d. The Community Schools Implementation Team must represent the diversity and cultural composition of the community the school serves, and furthermore must work to uplift underrepresented community members by working alongside community partners focused on ethnic diversity and empowerment within communities; and

4. **Community Schools Specialist:** Each Community School shall have a Community Schools Specialist, who shall be a member of that school's CIST and shall participate in: joint planning with the principal and team; recruitment, facilitation, and convening of partners; collaboration with school staff; facilitation of regular partner meetings; using data to determine services and program needs; and recruiting partners to fill gaps. The job description is attached.

- a. The Community Schools Specialist for each site shall be determined by SCTA, subject to approval by the school site approval. Both certificated and classified staff shall be eligible to apply for this position.
- b. In the event that existing SCTA or SEIU-represented educators at the site are selected as Community Schools Specialist, they shall be provided a leave of absence from their current position for the duration of their service as the Specialist. For certificated staff, the salary will reflect the staff member's current placement on their applicable salary schedule. For classified staff, they will be placed at step A7 of the salary schedule or their current salary placement, whichever is higher.

5. **Outside Contractors:** Where possible, District staff will be used to implement and operate community schools. When it necessary to use professional services and consultants, the parties shall mutually agree on the selection of the outside service providers.

6. **Settlement of PERB Case SF-CE3104 (Community Schools):** The parties agree that this agreement resolves any outstanding issues related to PERB Case SF-CE3104. Within ten days of the approval of this agreement by both SCUSD and SCTA, the Association agrees to withdraw PERB Case SF-CE3104.

For SCTA:

For SCUSD

Date

Date