

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT'S
PROPOSED MEMORANDUM OF UNDERSTANDING**

**Between
Sacramento City Unified School District
&
Sacramento City Teachers Association**

MOU Substitute Pay & Extra Work
2021-2022 School Year

~~SCTA Proposal, November 30, 2021 March 22, 2022~~

District Proposal March 26, 2022

Proposal

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School

rding the recruitment and retention of substitutes working in the District , extra work for certificated staff, **and for providing transparency regarding the use of substitutes, and the combining of classes.**

1. The District will pay assigned substitutes who work in the District **during the 2021-2022 school year** an additional 25% over their regular day-to-day (step 1) or long-term (step 2) substitute rates as noted on the salary schedule. Accordingly, the regular day-to-day (step 1) and long-term (step 2) rates are increased to \$182.49 and \$277.24 per day respectively. ~~Substitute teachers working in long term positions at their daily contracted rate will not earn less than Step 2.~~ Regular processes for obtaining substitutes shall be followed.

higher rate set forth in Section 17.6.1 (k) of the collective bargaining agreement regarding caseload maximums.

5. In addition to 3 days of sick leave provided for Substitute teachers, the district will provide an additional 14 days of paid sick leave for any substitute teacher who tests positive, is

2020-21 substitute rates for all unit members. [Not part of fact finder recommendation]

7. The District will create fifty (50) full-time benefited substitute positions. Positions will be awarded according to the provisions of the collective bargaining agreement. Benefited substitutes will be

14. Term of Agreement. This MOU is non-precedent setting. This MOU expires on June 30, 2022, unless the Parties mutually agree to extend it.

For the District:

For SCTA:

Superintendent
Jorge A. Aguilar

President
David Fisher

Date: _____

Date: _____