

Sacramento City Teachers Association Bargaining Team

[Handwritten signature]

[Handwritten signature]

ARTICLE 5 - HOURS OF EMPLOYMENT

5.1 Calendar

5.1.1 The parties do hereby agree to negotiate, annually, the calendars for the succeeding year during reopeners unless the calendars are already in the agreement. It shall be the goal of the parties to resolve issues related to calendar changes as far in advance as possible, but not later than four months prior to the commencement of the new

school year.

5.1.2 The service year referred to in Section 5.1.1 is specified in the school calendars attached to this Agreement as the Calendar Appendix.

5.2 Service Year

5.2.1 Unless noted below in Sections 5.2.2 through 5.2.11, the required days of service shall be one hundred eighty (180) teaching days, one (1) non-teaching day.

5.2.2 The service year for social workers shall be 185 days.

5.2.3 The service year for program specialists shall be 190 days.

5.2.4 The service year for speech specialists shall be 195 days.

5.2.5 The service year for child welfare and attendance counselors shall be five (5) days beyond the teachers' required days of service.

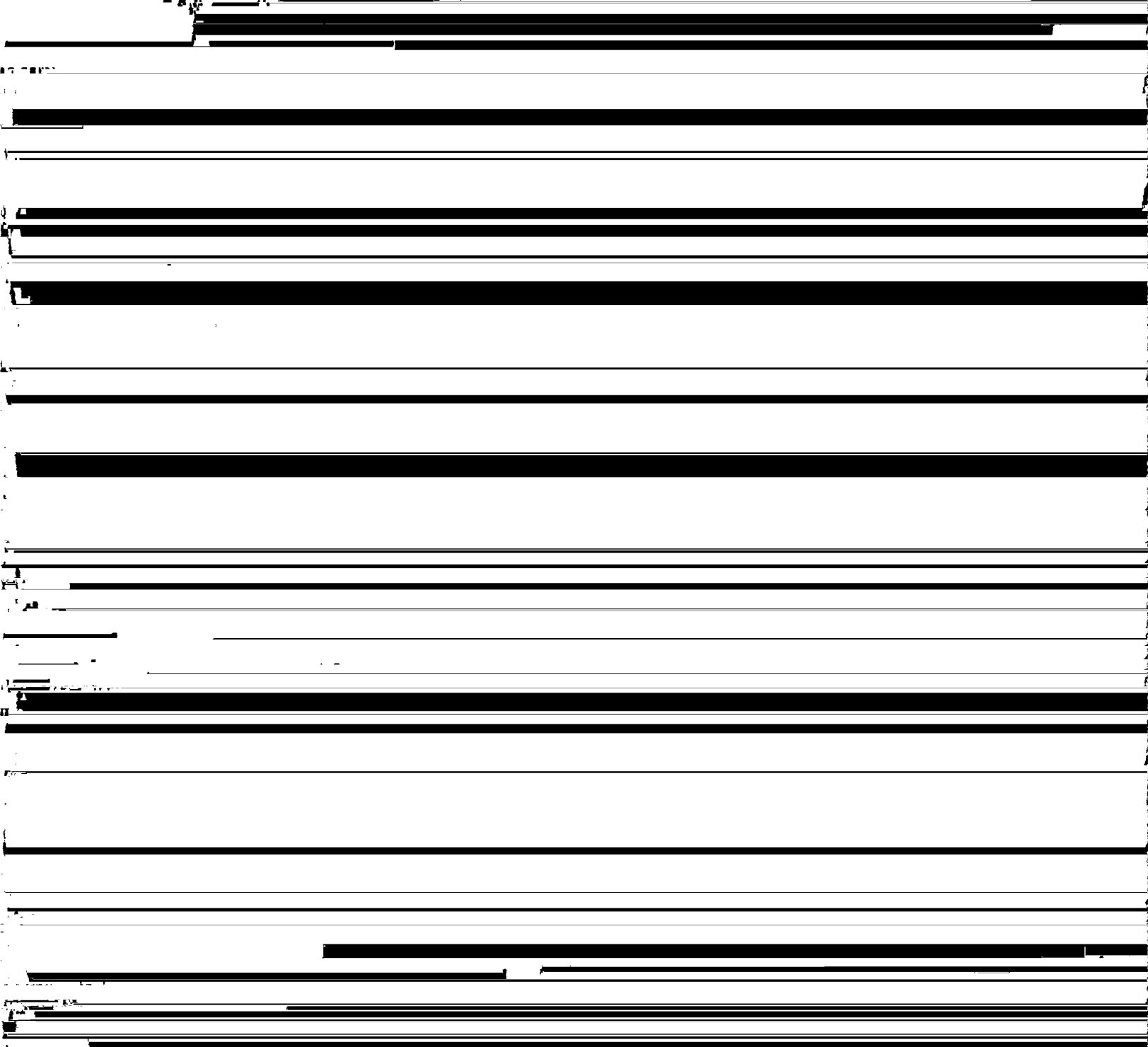
District Revised TENTATIVE AGREEMENT
11/30/17

Except that on service days preceding scheduled holidays, vacations, or Saturdays, the teachers' day shall end at the close of the pupil's day.

5.3.1.1 However, at the elementary level, a teacher may be assigned on a Friday or a day before a holiday to duties within fifteen minutes after school on an equitable and rotating basis. But teachers who assume such duties shall be allowed to leave 15 minutes early on another day in that week or a succeeding week.

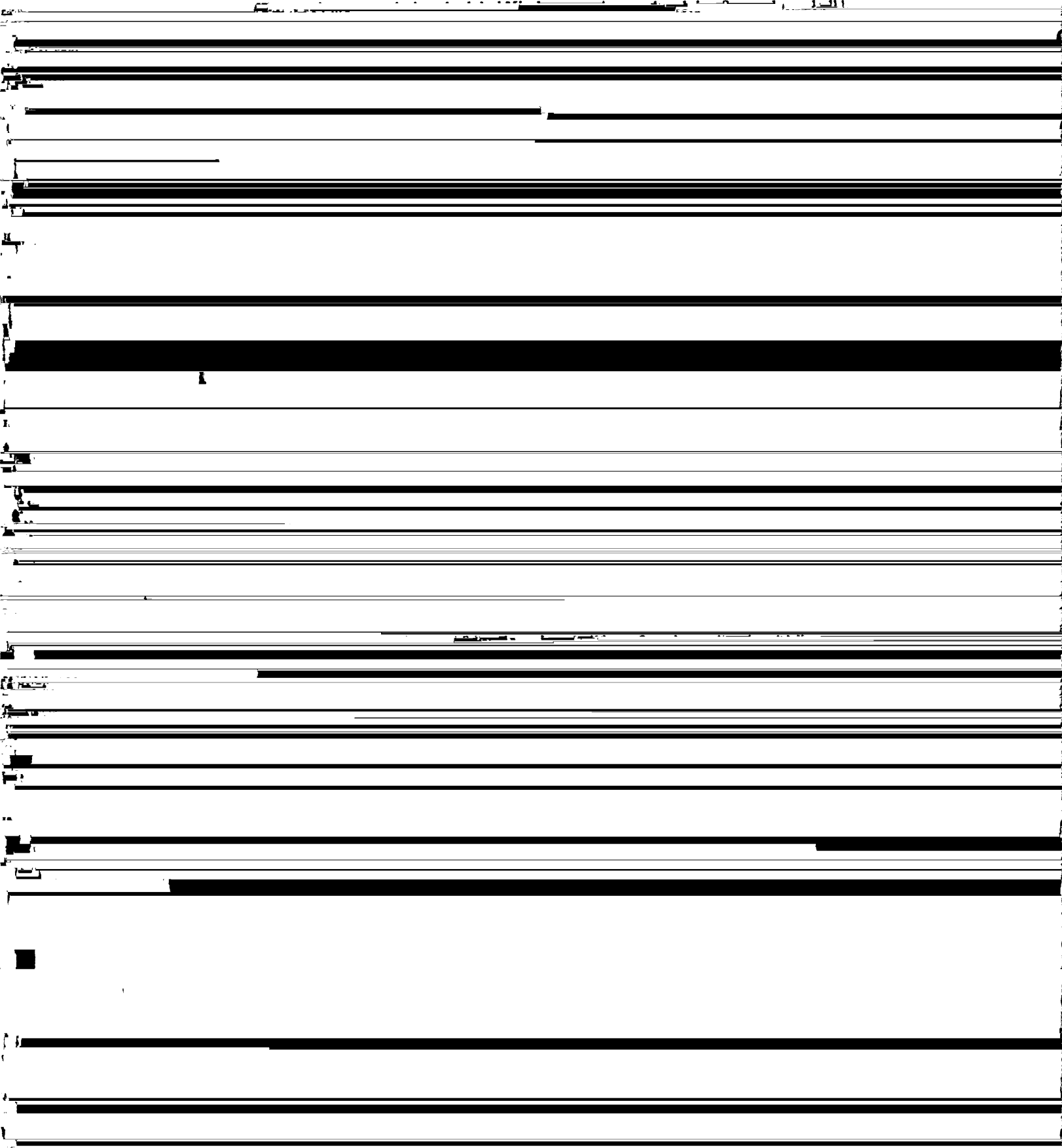
5.3.2 The service day for all members of the bargaining unit without classroom duties, with the exception of those noted in 5.3.4 through 5.3.6, shall be equivalent to the teachers' day on the site(s) to which they are assigned.

5.3.3 The service day for all members of the bargaining unit without classroom duties shall be equal to the length



District Revised TENTATIVE AGREEMENT
11/30/17

5.4.1.1 Beginning in the 2014-2015 school year, there shall be two (2) options available to school-sites for their Kindergarten instructional day:



District Revised TENTATIVE AGREEMENT
11/30/17

When needed. For these cases, doubling of primary classes will not be

5.4.3 Intermediate Grades

... .. including

5.5 Shortened Days

5.5.1 Shortened day shall be 235 minutes at primary, 249 minutes at intermediate, 240

11/30/17

documentably necessary. In return, time on shortened days after the student day shall be considered prep time for prep specialists.

5.6.2.3 The prep specialist teaching prep day is understood to be the same as all other grade

5.6.2.4 In those schools where additional minutes are available within a preparation specialist's instructional day, those minutes are to be used to provide additional minutes of preparation time on a regular or intermittent basis to qualifying teachers. The available minutes are to be distributed as equitably as possible among the

District Revised TENTATIVE AGREEMENT
11/30/17

5.7.1 The service day shall include twenty (20) minutes of relief breaks at the rate of ten (10) minutes in the morning and ten (10) minutes in the afternoon. In no case shall a single break be less than five (5) minutes.

District Revised TENTATIVE AGREEMENT
11/30/17

such meetings are mandatory, unit members shall be paid at the contract hourly rate for attending.

~~_____~~

~~_____~~

~~_____~~

~~_____~~

~~_____~~

5.12.1 Child Development Hours

5.12.1.1 Child Development Hours shall be defined as hours spent in a Child Development Center

[REDACTED]

District Revised TENTATIVE AGREEMENT
11/30/17

5.12.6 New Article Scheduling 12 month Child Development Teachers Contracted Work
Days:

RELOCATED BACK INTO CBA at 5.9.7

5.9.6: New Teacher Day and New Employee Orientation Language

~~ff/vv teachers shall have no more than one (1) additional day of service required for all District~~

wide meetings in addition to whatever requirements exist for all teachers. In addition, the Parties agree to negotiate a new and mutually agreeable Article 5.9.8.1 to reflect the New Employee Orientation requirements.

District Revised TENTATIVE AGREEMENT
11/30/17

5.13.3 Full-time contract teachers shall be those whose daily assignment accumulates to six (6) hours per day.

Hours exceeds the hours of non-session employees

ARTICLE 17 - CLASS SIZE

17.1 The District's goal is that all classroom maximums will be met by the end of the first

17.3 Secondary Class Staffing Formula

17.3.1 7th and 8th Grades

~~One (1) teacher per thirty-one (31) students enrolled; computed on third-month~~

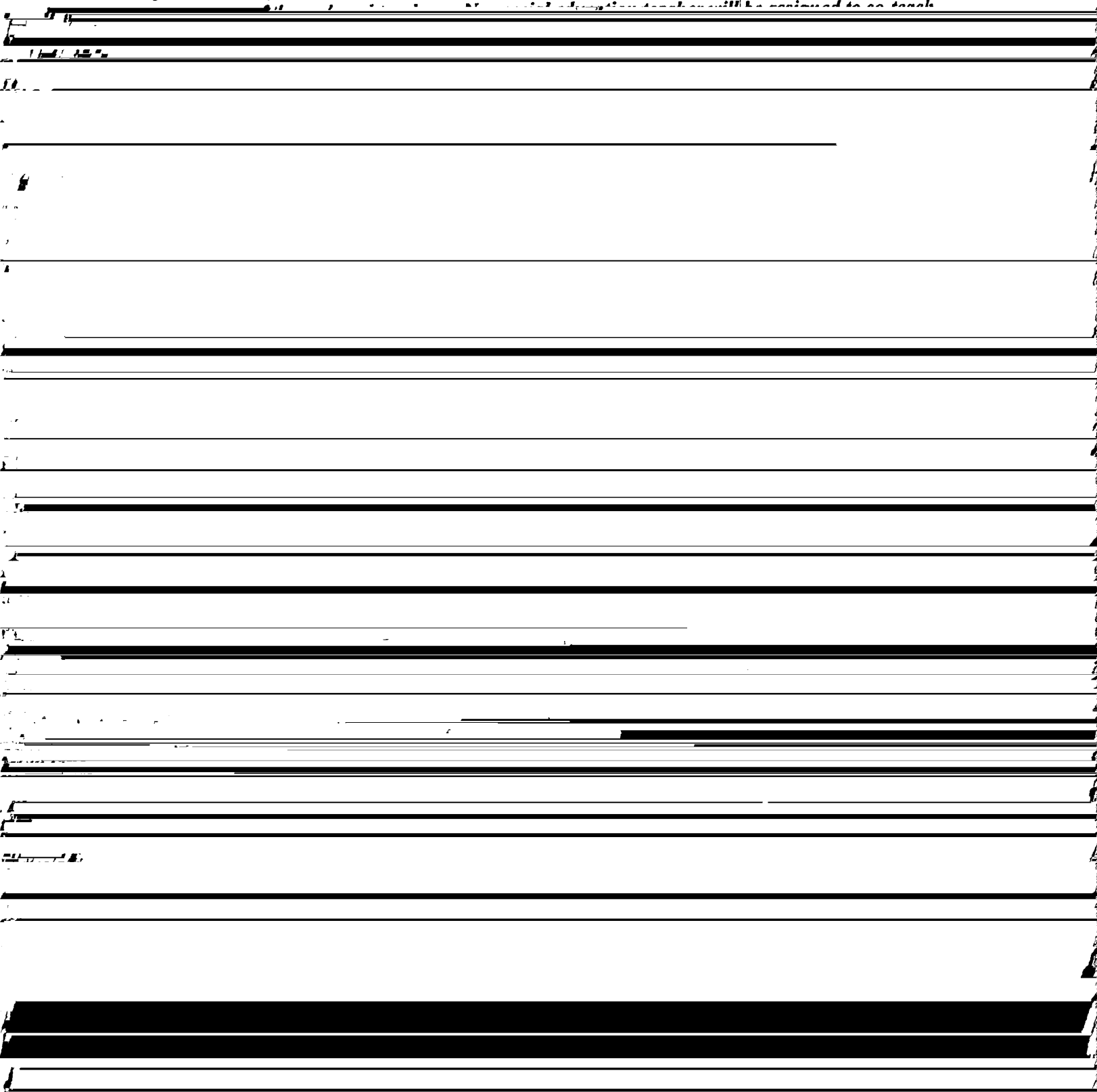
District Revised TENTATIVE AGREEMENT
11/29/17

1746. The maximum teacher load in the secondary schools shall be limited to 170 pupil

*District Revised TENTATIVE AGREEMENT
11/29/17*

- d. Adjustments to maximums set forth above at the elementary and secondary level must be made at the beginning of each school year within 15 days.
- e. The maximum case load for teachers participating at John Morse Therapeutic Center in all grades shall be 10 to 1.

f. Co-teaching among special education and general education teachers will occur with the



District Revised TENTATIVE AGREEMENT
11/29/17

- or one six (6) hour aide
- b. For SDC classes with Moderate/Severe disabilities shall have two six (6) hour aides
- c. At least 80% of the RSP teacher within the District shall be provided with an

- d. Classroom teachers who have an aide assigned to assist with students of

11/29/17

17.9 **Speech and Language Specialists**

17.9.1 Language, Speech and Hearing Specialists (LSHS) caseload: Elementary or

17.9.1.1 Language, Speech and Hearing Specialists (LSHS) caseload: Preschool only (3-5

D.S. | SA
02

panel tax 2020

Financials Assessment

①

VS
JA
DA

3

At the collection to



W S. JA

5

DA

(C) School Nurse

1 per 750 Students

(D) Librarians

1 for every secondary school
except opportunity schools.

(E) ...

02 SA
02

⑦

This agreement is
subject to the approval

8.23.17

Subject to
SOTA Bargaining
team approval.

Union Proposal
November 30, 2016 (modified)

ARTICLE 8 - TRANSFERS

8.1 DEFINITIONS

8.1.1 A VOLUNTARY TRANSFER is one which is initiated upon application of the employee and involves either a change in assignment from one school or administrative unit to another or a change in classification within the bargaining unit.

8.3.4 A notice of vacancy shall list all objective criteria which shall serve as the basis for selection.

8.3.5 Notices of Vacancies shall be advertised by the Personnel Services Office in the following ways:

8.3.5.1 Notices shall be posted in each school during the time school is in session shall be

a.

period commencing on their involuntary surplus date (July 1), providing they file a special transfer application for any vacancy at that school where they were surplused.

c. Other participants mutually-agreed upon by the principal and SCTA-representatives on the committee.

One of the referred applicants shall be selected and placed within ten (10) working days

1.9 cm
13/11
P7

~~DISTRICT RESPONSE & COUNTERPROPOSAL~~

11/2/16

U

Tentative Agreement

ARTICLE 4 - GRIEVANCE PROCEDURES

79 02/13/11

5

AGREEABLE] Grievants not complying with the above time constraints for filing at

~~where the District has failed to schedule a meeting wherein the grievance shall~~

~~where the District has failed to schedule a meeting wherein the grievance shall~~

29-0-1311

5

the mediator shall not serve as arbitrator, and no offers or concessions made by the parties or the mediator during mediation can be used against a party during arbitration.

Neither attorneys nor court reporters or any other type of note-taker shall be allowed to

79
can
[Signature]

(9)

4.5.5 To hold a hearing on receiving the evidence and

4.5.5.2 To render an award in accordance with the timelines agreed to between the parties and the arbitrator after the close of the hearing. The arbitrator's decision will be binding on all parties.

4.5.6 Once the arbitrator has been selected, hearings shall commence and be held at the
~~at the District Office. Hearings shall be confined to working days~~

4.5.7 Neither the District nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party. The arbitrator shall consider only those issues which have been properly carried through prior steps as

10-26-16
1A



TENTATIVE
AGREEMENT 9/15/17

Union Revised Proposal

13.110.3 Teachers retiring after five (5) years of service in the District who do not otherwise qualify for District-paid benefits shall have the option of maintaining group health benefits at their own expense.

13.114.4 *is any NVC or CC*
Substitutes shall be eligible for benefits (where applicable) as set forth in Article 15. Substitutes. In addition, substitute teachers who have advanced to the highest
~~... shall be entitled to employee paid health dental and vision benefits~~

as provided in Section 13.1 through 13.4.1 through June 30 of the school year in which sick leave benefits are exhausted.

13.9.3 Employees who are eligible under the conditions set forth in Section 13.9.1 of this

10-26-16

74
07
MB
C

Tentative Agreement
October 26, 2016

ARTICLE 1 - RECOGNITION

TENTATIVE AGREEMENT 9/15/17
DISTRICT REVISED PROPOSAL & COUNTERPROPOSAL
9/15/17

ARTICLE 11 - SAFETY CONCERNS

11.1 A teacher may use reasonable force, as is necessary, to protect himself/herself from

DISTRICT REVISED PROPOSAL & COUNTERPROPOSAL

9/15/17

[REDACTED] which clearly identifies a

[REDACTED]

Union Proposal
February 22, 2017

TA'd
5/17/17

5-17-17
7a.
JB
DJ

9.3.3 **Bereavement Leave**

Four (4) days, or five (5) days if out-of-state travel or travel of 250 miles or more is required, on full pay shall be granted to each member of the bargaining unit, except those employed on an hourly basis, in the event of the death of each and every member

DISTRICT PROPOSAL & COUNTERPROPOSAL

2/15/17

5-17-17
13

12-12-16
S
M

JG
DT

CW

DISTRICT PROPOSAL & COUNTERPROPOSAL
12/12/16

in at least two (2) conspicuous locations in each school or unit by June 1, insofar as they are known at that time. Teachers will be notified in writing as soon as possible of any change of assignment made after the close of school.

~~7.4.1 A change in assignment shall not be made arbitrarily or capriciously.~~ Moved up above 7.2 (b)

Union Proposal
November 9, 2016

TA
11-14-16
B W
D W

ARTICLE 6 - EVALUATION

6.1 Principles and Purposes of Professional Evaluation

6.1.1 The ultimate goal of an evaluation system for teachers and employees serving in teacher related positions is the identification, reinforcement and improvement of skills, attitudes, and abilities which will result in better educational opportunities for all students. It is the intent of the parties that timelines apply to all teachers. The purpose of these guidelines is to ensure that the evaluation of District professional personnel shall:

6.1.2 Meet the requirements of state laws set forth in Education Code Sections 44500

MS
1/1/18

with the evaluatee on observed progress and shall make known in writing to the

[REDACTED]

10/10/10

10/26/14
10/26/01
10/26/14
10/26/14

Preliminary Agreement

October 26, 2014

ARTICLE 2 - DEFINITIONS

2.1 "Teacher" refers to any employee who is included in the appropriate unit as defined

2.2 The term "Board" when used hereinafter in this Agreement means the Board of

79
or
AB
NM

Revised Agreement

DISTRICT PROPOSAL
11/9/16

ARTICLE 3: TERMS OF AGREEMENT

- 3.1 This Agreement terminates and supersedes all past practices, agreements, procedures, traditions, and rules or regulations concerning the matters herein.
- 3.2 The parties agree that during the negotiations which culminated in this Agreement, each party enjoyed the right and opportunity to make demands and proposals or counter proposals with respect to any matter not reserved by policy or law from compromise through negotiations, and that the understandings and

**MEMORANDUM OF UNDERSTANDING
Between**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**And
SACRAMENTO CITY TEACHERS ASSOCIATION
Concerning**

The 2015-16 Indebtedness of Teachers

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

The Sacramento City Unified School District hereinafter called the "District," and the Sacramento City Teachers Association hereinafter called the "Association." The District and Association are

[REDACTED]

[REDACTED]