

PROPOSED MEMORANDUM OF UNDERSTANDING
Between
From Sacramento City Unified School District
&
Sacramento City Teachers Association
July 10, 2020

MOU- COVID Summer 2020 Work to Prepare Lessons Aligned to Essential Standards
2020-2021 School Year

Background

Given this unprecedented time, we believe that it will be even more challenging to cover all of the standards in 2020-2021 as we would during a typical school year. In an attempt to reduce stress and address this reality, while still trusting professionals and believing in professional autonomy, the District would like to convene teams of practitioners to draft guidelines for ‘Essential Standards’ for each grade level and core academic content area. Within this work, essential standards represent the minimum a student must learn to reach higher levels of learning. In order for a standard to be identified as “essential” it would either be a power standard or building block standard that is necessary for students to master in order to be:

- Successful later in the year
- Successful in the next grade or course level
- Successful across other domains or content areas

Intent

To utilize the expertise of teachers and support their colleagues by creating, developing and providing a bank of lessons that are accessible online so that in-person or synchronous learning can focus on differentiation, relationship building, assessing learning, etc. The bank of lessons will be available for practitioners to supplement and support their focus on the essential standards guidelines. These lessons may be used to help practitioners use alternative methods of instruction (for example flipping the classroom).

Agreement

Scope of work (Elementary):

The goal of each practitioner or team of practitioners is to curate content and create lessons to support the implementation of essential standards guidelines up to winter break.

Scope of work (Secondary):

The goal of each practitioner or team of practitioners is to curate content and create lessons to support the implementation of essential standards guidelines for the first semester.

Expected deliverables for essential standards include:

- A fully prepared unit of study which can be delivered in a synchronous and asynchronous manner. Lesson plans will be housed in the Sac City internal access website (each practitioner/team will develop 45 lessons in total, by content and grade level, to be utilized within the first four months of the school year).

The focus of each lesson in a unit of study is to:

- Provide background information, and introduce new content to prepare students for in class or synchronous learning. (The in-class or synchronous learning is where the classroom teacher can differentiate for individual or small group practice, collaboration or extension of the concepts being taught.)
- Build skills associated with the essential standards, allowing the teacher of record discretion on how to integrate the lessons with their distance learning environment.

Practitioners selected will:

- Participate in pre-training (4-6 hours in total, dates and times TBD)
 - Technology and platform integration
 - Review lesson exemplars/templates
 - Calibration of deliverables
- Collaborate weekly with the district's professional learning support teams to ensure coordination of efforts and deliverables

Selection Assignments

Both parties value all subject matters that are taught in Sac City Unified and believe that a comprehensive education includes music, art, physical education, health, and electives. Unfortunately, during this crisis both funds and time are limited. The parties realize regrettably that the assignments below do not reflect all subject matter, courses and grade levels. These grades and subjects were identified because they align with the implementation of core content within the essential standards guidelines. As funding and time allows, other grade levels and content areas may be added in the future.

The parties agree that up to seventy-five (75) practitioners will be hired from the SCTA bargaining unit for the purpose of facilitating the implementation of Essential Standards Guidelines within the following goals by subject and grade level.

Elementary (42 total)	Grade Levels	Number of Practitioners
ELA	K-6	2 per grade level (14 total)
Math	K-6	2 per grade level (14 total)
Social Studies	3, 4, 5, 6	1 for each (4 total)
Science	3, 4, 5, 6	1 for each (4 total)
ELD		2 total—with one for K-2 and one for 3-6
SPED		2 total—with one for K-2 and one for 3-6
Dual Immersion		2
Middle School		

(12 total)		
ELA	7, 8	2 per grade level
Math	7, 8	2 per grade level
Social Science	7, 8	1 per grade level
Science	7, 8	1 per grade level
High School (21 total)		
English		2
Math		2
Ethnic Studies		2
World History		2
US History		2
US Government		1
Economics		1
Biology		2
Chemistry		2
Physics		1
FL Spanish		2
FL French		2

Specific Responsibilities

- Create and curate resources for essential standards guidelines for instructional staff:
- A fully prepared unit of study which can be delivered in a synchronous and asynchronous manner
 - Lesson plans housed in the Sac City website
 - Implementation recommendations
 - Supplemental and supporting resources
 - Formative and summative assessments

Term

- The term shall be July to December 31, 2020.
- The deliverables noted above are due based on the timeline below:
 - Fully prepared units of study for September are due no later than August 28, 2020
 - Fully prepared units of study for October - December are due no later than September 25, 2020

Eligibility

- Be a credentialed teacher with permanent status in the District.
- Demonstrated understanding of unit and assessment design aligned to standards as determined by the District.
- Demonstrated ability to collaborate with colleagues and work effectively in a team environment.
- Demonstrated exemplary teaching ability, as indicated by, among other things, effective interpersonal communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.

A member interested in being considered for the Essential Standards Guidelines Summer 2020 work shall:

- Submit a completed letter of interest to the Assistant Superintendent of Curriculum and Instruction by July 22, 2020 which shall include:
 - Relevant experience
 - A list of references including at least one administrator and one colleague
 - A sample distance learning lesson that has been taught sometime between March 13, 2020 and June 5, 2020.

Compensation

- **\$4,000** stipend to be paid no later than November 15, 2020 to cover the training and completion of all deliverables required by this agreement.

This Agreement will expire as of December 31, 2020.