



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1i

Meeting Date: September 17, 2026

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 the SCTA, SEIU, and UPE to ensure we are recruiting staff to reduce the use of outside agencies 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.

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

Documents Attached: Labor Partner Agreement

1. Transitional Kindergarten Aides

Estimated Time of Presentation: N/A

Submitted by: Dan Schallock, Assistant Superintendent, Human Resources and Labor Relations

Approved by: Cancy McArn, Superintendent

**Memorandum of Understanding
Between
Sacramento City Unified School District (SCUSD) &
Service Employees International Union (SEIU)**

Transitional Kindergarten Aides

September 1, 2026

This Memorandum of Understanding (MOU) is between the Sacramento City Unified School District ("District" or "SCUSD") and the Service Employees International Union local 1021 ("SEIU"), collectively "the Parties," regarding the creation of a new classification for Transitional Kindergarten (TK) Aides, the allocation of FTE and reemployment rights of Instructional Aides who previously were assigned to support TK classrooms.

The District and SEIU hereby agree as follows:

New Classification; Instructional Aide, Transitional Kindergarten

- 1) The Parties agree to the creation of a new classification; Instructional Aide, Transitional Kindergarten (IA, TK) (See Attachment)
- 2) The Parties acknowledge that the new Instructional Aide (IA) TK classification provides that, when not supporting TK students during instructional time, those aides may be assigned to support other students at the same school site during their work shift. Such duties may include but are not limited to assisting students within or outside the classroom and providing support during student drop-off and pick-up.
- 3) TK Aides will always be provided with the appropriate breaks based on their FTE and in alignment with the Collective Bargaining Agreement with SEIU.

Instructional Aide, TK - FTE allocation for the 2026-2027 School year

- 4) For the 2026-2027 School year the District will allocate FTE for the new IA, TK position as follows:
 - a) .75 FTE (6-hour position) will be allocated for TK classrooms where there is a vacancy.
 - b) .75 FTE (6-hour position) will be allocated for TK classrooms where there is already a current Instructional Aide assignment provided the individual in that assignment agrees to be reclassified into the new IA, TK classification and they agree to accept a .75 (6-hour position).

Reclassification:

- 5) The following people will be offered reclassification into the new IA, TK classification in the following order:
- a) Instructional Aides, currently assigned to a TK classrooms who accepted a voluntary reduction in hours for the 2026-2027 school year.
 - b) Instructional Aides, hired as Instructional Aides and currently assigned to a TK classroom for the 2026-2027 school year.
 - c) Instruction Aides who were assigned to a TK classroom and were impacted by the 2025-2026 reduction in force and who have reemployment rights. These individuals will be offered and assigned based on the Districts need and in order of seniority.
- 6) Those offered to be reclassified into the IA, TK position will have 24 hours to respond.
- 7) Those reclassified into the new IA, TK classification will be placed into a .75 FTE (6-hour position) with priority given to placing individuals in the same TK classroom they previously supported when possible.
- 8) Those who do not accept the reclassification offer may stay in any current position they hold and maintain their current reemployment rights as an Instructional Aide.

Non-Precedent Setting:

- 9) The Parties agree that this MOU is non-precedent setting.

For the District:

Dan Schallock
Assistant Sup. of HR

Date: 9/9/26

For SEIU:

Karla Faucett
SEIU Chapter President

Date: 9/9/26