

**Memorandum of Understanding Between The Novato Unified School District and The
Novato Federation of Teachers Local 1986, CFT/AFT/AFL-CIO:**

March 12th, 2021

This Memorandum of Understanding (“MOU”) is entered by and between the Novato Unified School District (“NUSD”) and the Novato Federation of Teachers (“NFT”) Local 1986, CFT/AFT/AFL-CIO in regard to an addendum to the agreed upon re-entry (Hybrid Learning) MOU from December 11, 2020

The Parties agree to amend the re-entry (Hybrid Learning) MOU agreement from December 11, 2020 as follows:

1. In instances in which 6 feet, or approximately 6 feet, distance between students is referenced in the agreement, the distance will be 4 feet between students, or consistent with Public Health guidance (for instructional purposes). ~~the distance between students is measured from the center of the back of the chair to the center of the back of the next closest chair when the chair is pushed into the desk table or work station).~~ The 4’ distance between students will not be reduced during the first four weeks of the new schedule.
2. In instances in which there is reference to a bell schedule, those bell schedules will be replaced by the following bell schedules.
3. The District shall provide all members covered by NFT, compensation in the amount of ~~\$1250.00 per individual to either individually reimburse, or individually purchase, appropriate materials or resources an individual needs to support transitional learning. The District will not require any proof or documentation from individuals on how this amount is used.~~ The amount will automatically be made payable to the employee through an individual pay warrant, no later than May 31, 2021.
4. After instructional minutes on the Minimum Day scheduled for March 22, 2021, members will be given the remaining afternoon as planning time in lieu of professional development time.
5. Certificated staff members are able to submit a request for an unpaid leave of absence for the remainder of the 2020-2021 school year.
6. Certificated staff members will receive a 5 working days notice before a schedule change.
7. The Friday before the schedule change takes effect, all learning will be remote/asynchronous.
8. NFT will be advised if there are members who need to move spaces.
9. Elementary SDC will follow their current schedule.
10. Teachers will be notified ahead of time if items need to be removed from the classroom.

For NUSD:

For NFT:

Jonathan Ferrer

Mariah Fisher

Elementary School Bell Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
In-Person Learning	TK/K - In Person 8:40 - 12:00	TK/K - In Person 8:40 - 12:00	TK/K - In Person 8:40 - 12:00	TK/K - In Person 8:40 - 12:00	TK/K - In Person 8:40 - 12:00
	1st - 5th Grade - In Person 8:40 - 1:00 (20 min of recess)	1st - 5th Grade - In Person 8:40 - 1:00 (20 min of recess)	1st - 5th Grade - In Person 8:40 - 1:00 (20 min of recess)	1st - 5th Grade - In Person 8:40 - 1:00 (20 min of recess)	1st - 5th Grade - In Person 8:40 - 1:00 (20 min of recess)
1:00-1:40	Grab and Go Lunch		Grab and Go Lunch	Grab and Go Lunch	
1:40-3:00	Teacher Prep	Teacher Prep	Staff Meeting 90 Min (1:40-3:10)	Teacher Prep	Teacher Prep

Middle School Bell Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
8:20-9:10	Per 1	Per 6	Per 5	Per 3	Per 2
9:15-10:05	Per 2	Per 1	Per 6	Per 4	Per 3
10:05-10:20	Break	Break	Break	Break	Break
10:20-11:10	Per 3	Per 2	Per 1	Per 5	Per 4
11:15-12:05	Per 4	Per 3	Per 2	Per 6	Per 5
12:10-1:00	Per 5	Per 4	MTSS (2)	Per 1	Per 6
1:00-1:40	Teacher Lunch	Teacher Lunch	Teacher Lunch	Teacher Lunch	Teacher Lunch
1:40-2:50	Teacher Prep	Teacher Prep	Teacher Prep	Teacher Prep	Teacher Prep

High School Bell Schedule

Novato High School will maintain their current bell schedule.

Marin Oaks High School will maintain their current bell schedule.

San Marin High School will have their current bell schedule, reduced by 5 instructional minutes daily to accommodate additional teacher requested transition time.