

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

March 8th, 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 **with barriers** (for instructional purposes, as measured between mid-points of student work spaces) effective ~~March 23, 2021~~ **April 12, 2021, after all staff members have had the opportunity to be fully vaccinated.**
2. In instances in which there is reference to a bell schedule, those bell schedules will be replaced by the following bell schedules effective ~~March 23, 2021~~ **April 12, 2021** as outlined below.
3. The District shall provide all members covered by NFT, compensation in the amount of \$500.00 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 will receive a work day before all schedule changes go into effect. (students all asynchronous)**
6. **Certificated staff members are able to submit a request for a leave for the remainder of the 2020-2021 school year.**
7. **Classrooms will have the necessary students stations for a full return 10 working days before the full return is scheduled to begin. Staff members will see how all student stations will fit in the classrooms prior to the non-traditional return date. The DO is responsible for providing adequate furniture and will move furniture around as necessary.**
8. **With the readers workshop program, elementary classrooms need to have classroom libraries accessible in the classrooms. Bookshelves housing these libraries will not be moved.**

9. A non-traditional full return will happen when spacing guidelines given by CDC, CDPH and MCPH can be followed. Currently, CDPH and MCPH both define spacing at 4' between students and 6' between students and adults.
10. All certificated staff will receive a \$300/month COVID stipend for the 2020-2021 school year, retroactive to August 2020.
11. Certificated staff members will receive a 10 working days notice before a schedule change.
12. The May 28 minimum day will be a teacher work day in lieu of PD.
13. If teachers need to move to a different space due to class size, the teacher will receive three (3) days compensation.
14. If items need to be moved from a classroom to make space for students, the teacher will label the items for easy return and the district will move the items out and return the items prior to the August 2020 work day.
15. At the middle and high school level, site administration will decide whether high risk electives are remote within the guidelines of public health.

For NUSD:

Jonathan Ferrer

For NFT:

Mariah Fisher

Elementary School Bell Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
In-Person Learning	TK/K - Cohort A In Person 8:25 - 11:55 Cohort B In Person 8:40 - 12:05 1st - 5th Grade - Cohort A In Person 8:25 - 12:10 Cohort B In Person 8:40 - 12:25 (all includes 15 min. recess)	TK/K - Cohort A In Person 8:25 - 11:55 Cohort B In Person 8:40 - 12:05 1st - 5th Grade - Cohort A In Person 8:25 - 12:10 Cohort B In Person 8:40 - 12:25 (all includes 15 min. recess)	REMOTE 8:40-11:50 (+Async learning)	TK/K - Cohort A In Person 8:25 - 11:55 Cohort B In Person 8:40 - 12:05 1st - 5th Grade - Cohort A In Person 8:25 - 12:10 Cohort B In Person 8:40 - 12:25 (all includes 15 min. recess)	TK/K - Cohort A In Person 8:25 - 11:55 Cohort B In Person 8:40 - 12:05 1st - 5th Grade - Cohort A In Person 8:25 - 12:10 Cohort B In Person 8:40 - 12:25 (all includes 15 min. recess)
12:25-1:05	Grab and Go Lunch 12:25-1:05		TEACHER LUNCH 11:50-12:30	Grab and Go Lunch 12:25-1:05	
1:05-2:05	Small Groups Remote Synchronous Teaching (at teacher discretion) 1:05-1:45	Small Groups Remote Synchronous Teaching (at teacher discretion) 1:05-1:45	Teacher Prep 12:30-1:30	Small Groups Remote Synchronous Teaching (at teacher discretion) 1:05-1:45	Small Groups Remote Synchronous Teaching (at teacher discretion) 1:05-1:45
2:05-3:15	Teacher Prep 1:45-2:45	Teacher Prep 1:45-2:45	1:30 - 3:00 Staff Meeting/Level Meetings	Teacher Prep 1:45-2:45	Teacher Prep 1:45-2:45

M, T, Th, F Async (grades 3-5)students will have at least 30 minutes grades 1&2 20 minutes minimum

Wednesday Async time: (grades 3-5)students will have at least 50 minutes; grades 1&2 40 minutes minimum

Middle School Bell Schedule - (to be negotiated at a later date, with total instructional minutes reduced to 240 minute)

8:20-9:10	1st Period	1st Period	3rd Period	6th Period	6th Period
9:15-10:05	2nd Period	2nd Period	4th Period	5th Period	5th Period
10:05-10:15	Break	Break	Break	Break	Break
10:20-11:10	3rd Period	5th Period	Live Support Time Per 6	4th Period	2nd Period
11:15-12:05	4th Period	6th Period	Teacher Prep	3rd Period	1st Period
12:05-12:50	Lunch	Lunch	Lunch	Lunch	Lunch
12:50-1:50	Remote Support Time Per 1	Remote Support Time Per 2	Remote Support Time Per 3	Remote Support Time Per 4	Remote Support Time Per 5
1:50-2:55	Teacher Prep	Teacher Prep	Staff Meetings (90 minutes)	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.