

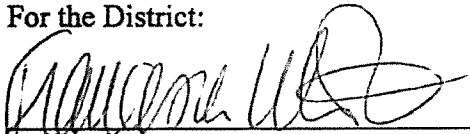
**MEMORANDUM OF UDERSTANDING**  
**between**  
**THE NOVATO FEDERATION OF TEACHERS LOCAL 1986**  
**and**  
**THE NOVATO UNIFIED SCHOOL DISTRICT**

This Memorandum of Understanding ("MOU") is entered into on September 6, 2022 by and between the Novato Unified School District ("NUSD") and the Novato Federation of Teachers ("NFT") local 1986, regarding a temporary increase in hourly extra duty pay for filling in for absent teachers (ARTICLE 16:3.2a and ARTICLE 16:3.2b) during a prep period.

The Parties agree to the following for the 2022-2023 school year only, effective August 16, 2022 – June 8, 2023:

The contractual hourly rate of \$45.93 will be increased to \$59.71.

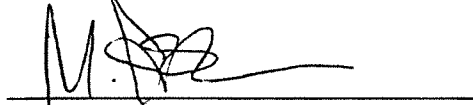
For the District:



Francesca Whitcomb  
Director of Human Resources

Date: 9/6/2022

For the Novato Federation of Teachers:



Mariah Fisher  
NFT President


Date: 9/7/22

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NOVATO UNIFIED SCHOOL DISTRICT (“District”)  
AND  
NOVATO FEDERATION OF TEACHERS (“NFT”)**

In order to acknowledge the additional education and certification requirements, and to attract and retain qualified SLP staff, the parties agree to the following:

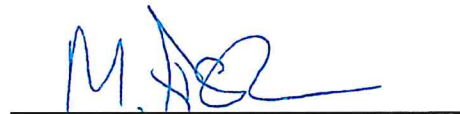
1. Current SLP staff will be moved from Salary Schedule 83 or 84/85 (Longevity) to Salary Schedule 90 or 91/92 (Longevity), the same schedules on which Psychologists are placed. Step and Column placement will remain the same.
2. Newly hired SLP staff will be placed on Salary Schedule 90 in accordance with Article 16:4 of the NFT-NUSD Collective Bargaining Agreement.
3. Since there are no longer Program Specialists in NUSD, Salary Schedules 83 and 84/85 will be eliminated.
4. This change is effective July 1, 2022.

For the District:

  
Jan LaTorre-Derby  
Superintendent

8/11/22  
Date

For NFT:

  
Mariah Fisher  
President

8/11/22  
Date