

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**THE NOVATO FEDERATION OF TEACHERS LOCAL 1986**  
**and**  
**THE NOVATO UNIFIED SCHOOL DISTRICT**  
**REGARDING ARTICLE 14:6 INTENT TO SEPARATE STIPEND**

This Memorandum of Understanding (“MOU”) is entered into on January 25, 2024 by and between the Novato Unified School District (“NUSD”) and the Novato Federation of Teachers (“NFT”) local 1986, regarding the “Early Notification” stipend of \$2,000.00 (Article 14:6.1a of the NFT-NUSD Collective Bargaining Agreement).

The Parties agree to the following regarding NFT unit members who submit their irrevocable resignation or retirement to be effective at the end of 2023-2024 school year.

1. As stated in Article 14:6.1a, *“Unit members in paid status and who notify the District no later than February 28 of their intent to leave at the end of the school year will receive a one-time, off-schedule Intent to Separate stipend of \$2,000.00.*
2. If an NFT unit member submits their retirement notice by February 28 with the intent to also participate in the separate PARS Retirement Incentive Program, and the District does not move forward with that program, the unit member will have the opportunity to rescind their retirement and remain an NUSD employee.

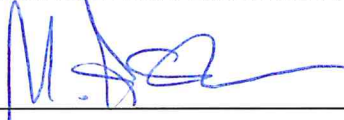
For the District:



Francesca Whitcomb  
Director of Human Resources

Date: 1/25/2024

For the Novato Federation of Teachers:



Mariah Fisher  
NFT Co-President



Liz Nelson  
NFT Co-President

Date: 1/25/2024

## **ARTICLE 14. RESIGNATION AND RETIREMENT**

(continued)

### **14:3 Retirement Incentive**

**14:3.1** The Federation and the District will meet each year prior to December 15 to establish if retirement incentive bonuses will be offered in the current year.

### **14:4 Retiree Fringe Benefits**

**14:4.1** The District will make a contribution up to two hundred dollars (\$200) per month for payment of health (medical, dental, and or vision) insurance premiums for a retiring teacher until the retired employee reaches sixty-five (65) based on the following conditions:

**14:4.1a** That the actively employed unit member must be fifty-five (55) years of age or older and has been a certificated employee of the District for ten (10) years immediately preceding retirement. If a certificated employee has worked between five (5) and ten (10) years, or less than a full time contract immediately preceding retirement, the employee will be eligible for a prorated share of the two hundred dollars (\$200) contribution. Any premium costs in excess of the District contribution may be deducted from State Teachers Retirement System (STRS) payments.

**14:4.1b** That the cost of this benefit will be funded through an "up-front" deduction from any total compensation package for certificated employees for the 1990-91 school year and thereafter. The funding of this benefit will include the health benefit costs (current and projected) for each particular retiring employee. The funds will be placed in a reserve.

**14:5** Retirement options offered to certificated employees shall be the same options other certificated groups are offered.

### **14:6 Intent to Separate Stipend**

#### **14:6.1 Eligibility**

**14:6.1a** Unit members in paid status and who notify the District no later than February 28 of their intent to leave at the end of the school year will receive a one-time, off-schedule Intent to Separate stipend of \$2,000.

**14:6.1b** Unit members whose irrevocable resignation or retirement has been submitted and approved by the Board will receive the Intent to Separate stipend in their June paycheck.

**14:6.1c** Unit members must complete the school year to receive the stipend.

**14:6.1d** Non-reelect teachers will not be eligible to participate in this program.