

## ***We Have an Agreement, NTA Leaders Are Ignoring Its Commitment***

***July 6, 2020***

With school starting less than four and a half (4.5) weeks before our teachers return, we wanted to share with you where we are with options for students to return to school safely. In a new reality brought on by COVID-19, California requires districts and associations to collaborate on changes for COVID-19. We have been collaborating with Natomas Teachers Association (NTA). In fact, we agreed on several MOUs within the last few months. A signed MOU from May 19, 2020, is attached. ***As the virus continues its growth, a state/county mandated Distance Learning reality becomes more of a possibility.*** However, until that is necessary, Natomas Unified School District (NUSD) has proposed a variety of new options for families and staff based on your input and preferences from multiple surveys. NTA has shared a few options for the 2020-21 year that are different from our options. We share them with you below, but as of right now, despite having a signed MOU, NTA leaders are ignoring their commitment regarding what the instructional day should like for 2020-21. What does this mean for parents and staff? As of today, our contract calls for a full, traditional return to school on August 13th. NUSD **DOES NOT** believe that is in the best interest of students and staff for safety and social distancing. NUSD also believes we have reached an impasse with NTA. All of NTA's proposals call for significantly less time for students with teachers either in-person or virtually.

**NTA and NUSD have agreed to...** ***Independent Study:*** Families interested in not having TK-6th (self-contained) could opt into an Independent Study program that is family-driven with teacher support.

### **NTA's 2020-21 Proposals include for elementary schools:**

- NTA Model 1: **Total time with a teacher - 4 hours, 50 minutes a week.** Students have 2 hours of in-person instruction 2 days a week. They would have 50 minutes of virtual instruction 4 times a week from home, and 4 days with 70 minutes of home distance learning/independent work. Every Wednesday, teachers would have no students all day to prep and plan, and students would be expected to engage in home-based independent work for 240 minutes.
- NTA Model 2: **Total time with a teacher - 8 hours a week.** On Monday and Tuesday half of a school's students would come in for a shorter 4 hour day, and the other half would work independently at home for 240 minutes. Every Wednesday, teachers would have no students and all day to prep and plan. Students would be expected to engage in home-based independent work for 240 minutes. On Thursday and Friday, the other half of a school's students would come in for a shorter 4 hour day, and the Monday/Tuesday half would work independently at home for 240 minutes.
- NTA Model 3: **Total time with a teacher - 10 hours a week.** AM/PM model where half of the students come in the morning for 2 hours and then go home for 2 hours of independent work. The other half of the students wake up and do 2 hours of work at home, then come to class for 2 hours in the afternoon. This is the only 5-day model proposed at 2 hours a day.

### **NTA Proposals include for secondary schools:**

- Secondary students would physically attend one period a day in a rotation, receiving in-class instruction by period ***once every six or seven days.*** A high school student would only be in the presence of their teacher 30 times the whole year and a middle school student 26 times. The remaining 150 and 154 days would be independent work at home.
- The other secondary model would have students attend two classes in-person per week and ***physically see their teacher in-person once every 3 weeks.*** This model does include ***virtually connecting from home with their***



**teacher for 50 minutes, 4 times a week.** Every Wednesday, teachers would have no students and all day to prep and plan, and students would be expected to engage in independent work for 240 minutes at home.

- Both models discuss 120 minutes or more a day of “flipped classrooms” with no specifics.
- NTA also demanded **Intellectual Property - Ownership and Use of Materials** stating that materials created by faculty members for distance-education courses should remain the property of the teacher even if posted to students using District technology. “The staff member who creates the class lesson (or adapts a pre-existing lesson) for use in distance education shall exercise control over the future use, modification, and distribution of recorded instructional material and shall determine whether the material should be revised or withdrawn from use.”
- NTA also wanted all evaluations and formal observations canceled for 2020-21, in violation of the law.

### **NUSD Proposals**

Natomas Unified has proposed three of the four (3 of 4) PreK-12 options recommended in the 2020-21 Sacramento County School Year Planning Guidance. This was crafted by educators across the county and facilitated by the Sacramento County Office of Education (SCOE) and the Sacramento County Public Health Department (SCPH). NUSD’s proposals are in alignment with state and local guidance and will continue to be as this virus may lead to changes in today’s current reality. If the situation worsens, and we are ordered to return to distance learning, we will follow state and local guidance.

### **NUSD’s Proposed Family Options that Address Safety - Elementary: Smaller Class Sizes and Staggered Start and End Times**

**5 day a week classes in TK through self-contained 6th-grade** courses would be targeted at 18 students, with a hard-cap at 20 students per class. Students could attend five days a week but with smaller class sizes, staggered recesses, lunches, etc for social distancing. More custodians would be hired to keep campuses clean. **Same instructional hours as prior years.**

**Hybrid classes** would have half of a class attend school class on Monday and Tuesday and the other half on Thursday and Friday with 240 instructional minutes. Wednesday would be a virtual minimum day for Hybrid students, so all students in a class could come together virtually via Zoom or Google Chat and receive support from their teacher. Hybrid teachers would have half a day Wednesday for prep, collaboration, and supporting students. These virtual days would start 30 minutes later than the 5 day a week students and dismiss earlier to allow for Staggered Start and End Times. On Wednesday, Hybrid teachers would Zoom/Google Chat their combined 30-32 students. The other days, in-class would be half that size (target of 15-16), allowing for social distancing. **Total time with a teacher - 10 hours a week plus extra support options on the 3 other days by need.**

**Distance Learning:** Natomas Unified would also be interested in full classes of Distance Learning where the teacher would teach from a whole class live and synchronously. **100% time with the teacher via virtual access.**

### **NUSD Proposed Family Options Secondary Models: Block Schedule for Less Contact and Staggered Start it Early Release Opportunities plus Hybrid**

**5 day a week classes:** Traditional, 5 day a week classes in 6th (excluding self-contained) through 12th grade in a 4 x 4 block schedule to reduce passing periods and number of student contacts each day. Targeted 18 students with a hard-cap at 22 students per class. Families could opt for a 3-period day allowing students to stagger arrival or departure and would decrease some class sizes even more. **Same or more # of credits available than prior years and if students take all 4 classes, same instructional time as before.**

**Hybrid classes:** Hybrid classes could consist of Cohort A and equal students in Cohort B. Cohort A will attend class in person on Mondays and Tuesdays. Cohort B will attend class in person on Thursdays and Fridays. Wednesday would be



synchronous tutoring and support by subject area for an hour each course, while the rest of the day would be a minimum day for planning and collaboration. *Nearly 50% of the same time with a teacher than in years prior.*

**Distance Learning:** Natomas Unified would also be interested in full classes of Distance Learning where the teacher would teach from a whole class live and synchronously. *100% time with the teacher via virtual access.*

### Three major points to take away

1. With only 4.5 weeks left, there is a lot of scheduling and family outreach needed so families can make their choices. Time is almost up to safely start school as planned.
2. We **cannot go back** to the Distance Learning style we used in an emergency situation in the spring.
3. NTA has decided to wait until next week to see if PERB declares Impasses to discuss anything else further. That will leave us with 3.5 weeks, and teachers will not know what they are teaching and families will not have their options.

~ NUSD Negotiations Team

### Timeline of Actions:

- May 19th - MOU signed by NUSD and NTA agreeing to a Hybrid Option, Safety, and Distance Learning.
- June 4th - NUSD Leaders walked NPE and IHS with NTA reps to visit classrooms and examine options.
- June 8th - Discussion, no proposals exchanged.
- June 10th - Discussion, no proposals exchanged.
- June 17th - Discussion, no proposals exchanged.
- June 19th - NUSD sends proposal.
- June 19th - CTA Rep Paul Barragan sends this response “Please be aware that until we have a chance to review, discuss, meet, and ask the District questions regarding the attached proposal, we will not accept this as a proposal from the District.” This following 3 meetings.
- June 24th - NUSD files an Unfair Labor Practice.
- June 26th - NUSD and NTA meet and NTA provided no counter-proposal to NUSD’s June 19th Proposal.
- June 30th - NTA sends NUSD a counter-proposal.
- June 30th - NUSD sends NTA a counter-proposal for Elementary Options and Supt Evans writes “If we can get elementary signed, I believe we can pave a path for secondary.”
- June 30th - Supt Evans emails Mr. Barragan after Mr. Barragan offers July 6th for another meeting date and Supt Evans writes “ July 6 works for us. What time? And are we able to spend all day working through some items?”
- July 1st - CTA rep Paul Barragan emails Supt Evans and says “Let’s start at 11am and see where we are at around 1pm. We may be able to cancel other commitments.”
- July 6th - NTA starts by saying, we have no counter proposal for you today and the counter-proposal does not count until we review it (they have had it for 7 days).
- July 6th - NUSD files impasse with Public Employee Relations Board (PERB) seeking assistance for our students and staff.
- July 7th - CTA rep turns down an offer from CAO Angela Herrera to focus on distance learning options.
- July 7th - NTA sends out an email saying “The district did not come ready.” NUSD thinks to itself...Really?? Not what the public records show.



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NATOMAS UNIFIED SCHOOL DISTRICT  
AND  
NATOMAS TEACHERS ASSOCIATION**

**Hybrid Learning and Distance Learning Educational Options  
and  
Pandemic Safety Protocols**

May 18, 2020

The Natomas Unified School District ("District") and Natomas Teachers Association ("Association"), hereinafter collectively referred to as "the Parties", enter into this Memorandum of Understanding ("MOU") regarding plans to implement a hybrid learning educational option for Pre K-12 students as a pilot program for the 2020-2021 school year only. When using the term "hybrid learning" the parties are referring to what is included in the collective bargaining agreement as "virtual/in-class instruction".

The parties also agree to enter into an MOU regarding safety plans and protocols for conducting in-person classes safely taking into consideration guidance from the Center for Disease Control and the State of California, and in collaboration with the Sacramento County Public Health Department.

The District and NTA recognize the importance of maintaining safe learning opportunities for the benefit of the students and communities served by the District and its teachers and staff. Educational organizations across the globe and nation are expected to provide a high-quality education to students and a safe learning environment for staff. It is generally recognized that short of the rapid development of a vaccination or treatment, the 2020-21 academic year will require thoughtful, collaborative approaches to meet the needs of students, provide safe learning/working environments, and maintain or increase district enrollment through a variety of actions and practices.

In recognition that even more so in light of COVID-19, families are seeking a variety of options to meet the needs of their child(ren), the Parties agree that the District will implement a hybrid learning instructional option for Pre K-12 students for the 2020-21 school year only.

The parties agree to begin negotiating the specific impacts within the scope of bargaining to bargaining unit members, including but not limited to, safety protocols for conducting in-person classes safely taking into consideration guidance from the Center for Disease Control and the State of California, and in collaboration with the Sacramento County Public Health Department.


The parties may take into consideration the possibility of having to transition to distance learning in the event that individual sites and/or the district face physical school closures.

The parties shall schedule a meeting, within the workday, for up to 4 teachers appointed by the NTA executive board, up to 4 teachers appointed by the District, 2-3 program administrators and the NTA president or designee to review implementation of the pilot hybrid learning program before March 1, 2021.

Other items regarding school closures and the COVID-19 crisis may still need to be negotiated.

The undersigned represent that they are authorized to execute this MOU.

For the District:

  
Chris Evans (May 19, 2020 14:31 PDT)

May 19, 2020

Chris Evans  
Superintendent

For the Association:

 5-19-20

Brenda Borge  
NTA President