

**ADDENDUM NO. 2 AND SETTLEMENT AGREEMENT  
MEMORANDUM OF UNDERSTANDING BETWEEN  
NATOMAS UNIFIED SCHOOL DISTRICT  
AND  
NATOMAS TEACHERS ASSOCIATION**

**2021-22 School Year Negotiations**

**April 7, 2021**

The Natomas Unified School District ("District") and Natomas Teachers Association ("Association"), hereinafter collectively referred to as "the Parties", have a Memorandum of Understanding ("MOU") signed October 31, 2020. On February 14, 2021, the Parties entered into Addendum No. 1 to the MOU.

The Parties agree to the following in order to address the continued reopening issues associated with the 2020-21 school year:

- For the 2021-22 school year, an additional 1% on-going will be added to each of the NTA 2020-21 salary schedules, beyond the 1% that was already agreed upon in the October 31, 2020 MOU.
- In recognition of increased class sizes for the last 9 weeks of the 2020-2021 school year, a \$250 one-time payment will be issued to teachers so that they can purchase additional classroom supplies as needed. The teachers would not be required to submit receipts for these purchases. This payment will be issued as soon as practical.
- \$1,000 stipend for all teachers, to be paid out by the June 30, 2021 pay warrant.
- Secondary classes will be five days a week, with one in-person cohort and one Distance Learning cohort through the concurrent learning model agreed to in the October 31, 2020 MOU and the February 14, 2021 Addendum #1. The provisions of the October 31, 2020 MOU and the February 14, 2021 Addendum #1 remain in place.
- Elementary School will be 5 days a week beginning Monday, April 12th. TK- 6th grade will end 15 minutes earlier than the schedules shared by school sites the week of March 29th, 2021. Families would have the option of an immediate grab and go pick up for lunch at dismissal, a grab and go pick up for lunch and transition to after-school programs, or allow their students a 3rd additional 15 minute recess (supervised by classified employees) and a grab and go lunch at the end of recess.
- Elementary teachers who voluntarily want to provide office hours would be able to do so, from 1 to 5 days a week, for up to 30 minutes a day, for \$50/hour.
- This MOU clarifies that teachers should not feel compelled to be 100% attached to their computer during "synchronous instruction"

- The last 50-minute session of the student instructional day, teachers can choose to allow Distance Learning students to work independently with an “open feed” for teacher access at the TK/K grade levels. The intent of this is to reduce screen time for the youngest students, but still provide them learning opportunities. Students will be able to reach out via Zoom/Google etc to access assistance from their teacher as soon as practical during this time period. This same time encourages more in-person intervention, small groups, flexibility for students and teachers.
- The second recess has been expanded to 20 minutes to provide the students more outdoor play time and provide teachers with 10 more minutes of prep time during the day.

| <b>Example Schedule - to be adjusted to reflect appropriate start times and break schedules by site</b>   |     |   |
|---|-----|---|
| <b>8:00-8:15</b>  | 15  | Teacher Prep/Student Arrival on Campus  |
| <b>8:15-10:00</b>   | 105 | Concurrent Instruction<br>* Teachers should not feel compelled to be 100% attached to their computer during concurrent  |
| <b>10:00-10:20</b>  | 20  | Snack/2nd Breakfast Recess Break (Duty-free)  |
| <b>10:20-11:50</b>  | 90  | Concurrent Instruction<br>* Teachers should not feel compelled to be 100% attached to their computer during concurrent  |
| <b>11:50-12:10</b>  | 20  | Recess Break/Teacher Prep (Duty-free)   |
| <b>12:10-1:00</b>   | 50  | DL Independent with Teacher Access TK/K<br>* Teachers may spend more time with in-person students here and be available when practical to assist students who are stuck on independent DL work<br>Concurrent Instruction for 1-6<br>* Teachers should not feel compelled to be 100% attached to their computer during concurrent<br>(Students Dismissed, Grab and Go Lunch) |
| <b>1:00-1:35</b>  | 35  | Student Dismissal option (no teacher responsibilities)<br>Teacher Lunch   |
| <b>1:35-2:08</b>  | 33  | Prep (TK/K time)  |
| <b>1:35-2:25</b>  | 50  | Prep (1-6)  |
| <b>2:25-2:55</b>  | 30  | Voluntary Office Hours paid at \$50/hour  |
| <b>245 Synchronous + 40 Recess = 285 Instructional Minutes</b>  |     |   |
| <ul style="list-style-type: none"> <li>• Parents can pick up students at 1:00 pm, students can transition to After School Programs 15 minutes earlier, or 15 minutes of recess before original 1:15 pm pick up</li> </ul> |     |   |

## 2021-22 School/Work Year Calendar

The parties agree to review the currently approved 2021-22 School Year/Work Year Calendar to determine if there are any opportunities to provide students and staff a longer

summer recess. The parties will make any adjustments, if applicable, by April 30th so families and staff can plan appropriately. If there is no agreement among the two sides by April 30, 2021 the School Year/Work Year Calendar shall remain the same.

**Unfair Labor Practice Charge**


The Association agrees to withdraw its request for expedited processing by 10 AM on April 8, 2021. The Association further agrees to withdraw, with prejudice, Unfair Labor Practice Charge No. SA-CE-3033 within five (5) calendar days following Board ratification of the MOU.

**Authority**

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

For the District:

For the Association:

  
Chris Evans (Apr 7, 2021 19:20 PDT)

Apr 7, 2021

  
Brenda Borge (Apr 7, 2021 19:18 PDT)

Apr 7, 2021

Chris Evans, Superintendent

Brenda Borge, NTA President