

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

Natomas Unified School District

and

Natomas Teachers Association

**Article XVII – Association Rights**

**June 2, 2022**

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 NTA's Association Rights. In subsequent contract negotiations after 2022-23, the substantive terms of this MOU will be incorporated into Article XVII - Association Rights.

The parties agree to amend the following:

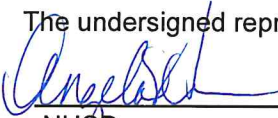
1. In Section A. The afternoon of the ~~first~~ *third* Thursday of the month will be reserved for NTA meetings.
2. In Section B. The NTA president or designee (V.P., Ex. Board) shall be released for up to the equivalent of ~~4~~ *1.0* FTE for the purpose of conducting union business.
3. In Section F. The Association shall reimburse the District for any and all release time in excess of the currently collectively bargained President Release time *for the cost of any substitute used to cover the President or designee's position while they are on release time for union business, pursuant to Education Code section 44987. The Association shall reimburse the District for the amount paid to any substitute used to cover the President or designee's position while they are on release time for union business.*

The parties also agree to add the following new section:

*Release Time: The District shall provide pre-approved release time for up to four (4) negotiations team members selected by the Association for a total of five (5) days per school year in which the Association is participating in contract negotiations. These days shall be used for the sole purpose of preparing for negotiations, and the Association shall pay for the cost of any substitute used to cover the President or designee's position while they are on release time for negotiations prep.*

Term: This MOU shall remain in full force and effect until incorporated into the NTA collective bargaining agreement.

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

 6/2/22  
\_\_\_\_\_  
Date  
NUSD  
Natomas Unified School District

M. Harvey Jun 2, 2022  
Mara Harvey (Jun 2, 2022 15:41 PDT)  
\_\_\_\_\_  
Date  
NTA  
Natomas Teachers Association