

**ADDENDUM NO. 1 TO 2021-22 School Year Negotiations MOU
BETWEEN
NATOMAS UNIFIED SCHOOL DISTRICT
AND
NATOMAS TEACHERS ASSOCIATION**

February 14, 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. This would be addendum No. 1 to that MOU.

A. Reopening Schools

1. Both parties agree that all schools with PreK-6th grade (self-contained) are open for in-person learning February 23, 2021.
2. Monday, February 22 will be converted to an early release day per the collective bargaining agreement, whereafter site administration will virtually work with staff to learn protocols that will be implemented with students beginning when certificated staff return. This meeting will last no longer than to the end of their work day.
 - a. **The sole purpose of this is to clarify procedures and protocols for the return to in person learning. The meeting will also include a questions and answer portion to address specific needs and concerns for certificated staff as well as the site safety plan.**
3. PreK-6 (Self-contained) classes: The first four (4) instructional days of transitional learning (February 23 - February 26) will be converted to minimum student instructional days. After students are done with their day, certificated staff will have discretion to utilize that time for their own planning and preparation, including being on campus if they so desire.
4. Teachers remain in Distance Learning and will provide no new material to students on February 23rd and February 24th. Teachers shall check-in with students at the normal start time to meet the SB 98 requirements. After that, students will be assigned asynchronous work for the remaining minutes as required by SB 98. For these minimum student instructional days teachers will make themselves available to support students virtually.
5. On February 23rd and February 24th other non-NTA represented staff will meet with Cohort A on February 23rd and Cohort B on February 24th to teach students how to acclimate to the pandemic modified campus environment. This may also include social-emotional activities, practicing routines/procedures, and recess.

6. Thursday and Friday, February 25 and 26: All cohorts will engage in minimum days via Distance Learning.

B. March 1-5, 2021

1. Beginning March 1st, PreK-2nd grade classrooms will begin in-person instruction utilizing the transitional learning schedules aligned with the October 31, 2020 MOU. Provisions will be made for older (3rd-6th grade) siblings who attend the site and/or walk their younger siblings to school to be housed on campus through The Center. That will be the District's responsibility.

a. PreK-2nd grade certificated staff shall receive 2 sub days for teachers to do one-on-one testing during the 2020-2021 school year.

b. Prek-2nd grade certificated staff shall receive a stipend of \$500 to prepare for the transition into in-person instruction.

C. March 8-12, 2021

Beginning March 8th, 3rd-6th grade (self-contained) classrooms will be added to in-person instruction utilizing the transitional learning schedules defined in the October 31, 2020 MOU.

D. Secondary Schools (6th-12th)

Schools can reopen for in-person instruction once **the** county has been in the Substantial (red) tier for at least 5 consecutive days and have posted their COVID-19 Safety Plan (CSP) to their website homepage. ~~unless guidance changes to allow an earlier opening, in which case the parties acknowledge that the schools will reopen in alignment with the new guidance without any delay.~~

~~E. PreK-6th (self-contained) students will be provided an additional 15 minutes of distance learning check in time each day. This time will take place during the first 15 minutes of teachers' office hours. This time will be optional for students, but teachers shall be available on their learning platform. Teachers will not have to take roll for that period or utilize for this 15 minutes the engagement tracker.~~ **(this already covered in MOU)**

F. Section I, 11. Will be amended to state: "*If parents wish to change their child's designation from virtual learning to in class learning after the start of the new transitional model, they must wait for a minimum of 6 weeks from the start of the new transitional model and due to the need for training students on campus safety protocol and maintaining consistency to the new transitional model, further students redesignation will be limited to **March 29th, April 12th, April 26th, May 10th, and May 24th** the first Monday of each month, except for extenuating circumstances approved by the Chief Academic Officer, for situations such as parents being required to return to a physical work location. **Teachers shall be provided at least one work day notice before a student on their roster attends in person instruction.** Each site will provide a student safety orientation for students that return to the live model.*

a. Newly enrolled students shall be limited to distance learning for at least one cohort rotation to allow for orientation, proper safety protocol procedures, and maintain consistency.”

G. Certificated staff who are concerned about potential exposure to COVID at school or elsewhere will have access to Rapid Testing **within 24 hours** to alleviate concerns or identify a positive case. If a certificated staff member tests positive, the agreements from the October 31st MOU still apply from G.4.a.

H. Unit members shall be released from duty without loss of pay or benefits if the vaccination appointment takes place during the workday. Unit members who become ill as a result of being vaccinated shall be placed on paid leave, which shall not be deducted from the member’s sick, personal, or extended illness leave.

I. Unit members who are exposed or test positive for coronavirus within 14 days after a day that the employee performed in-person services, and are required to be quarantined and provide medical documentation and cannot work remotely shall be placed on paid leave, which shall not be deducted from the member’s sick, personal, or extended illness leave.

J. Our students and employees are the District’s most valuable assets. The provisions of this MOU, and all 2020-2021 MOU’s will be liberally construed in favor of providing notice and protections to our certificated staff.

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

For the District:

For the Association:


Chris Evans (Feb 14, 2021 19:53 PST)

Feb 14, 2021

Chris Evans, Superintendent


Brenda Borge (Feb 14, 2021 19:51 PST)

Feb 14, 2021

Brenda Borge, NTA President