

NOVATO UNIFIED SCHOOL DISTRICT

And

NFT, Local 1986

Tentative Agreement

May 20, 2016

The District and NFT agree to the following:

8:2.8 Participation in Department/grade level, administrator agendized meetings, and teacher agendized meetings.

8:2.8a The above meetings shall be held on District approved early release days. Administrators will create agendas for two of these per month. These agendized meetings will be no longer than ninety (90) minutes in length unless mutually agreed otherwise by the principal and staff. A planning committee comprised of the principal and teacher selected members shall meet to develop a meeting calendar. The committee shall cooperatively schedule and organize administrator agendized meetings.

8:2.8b Teacher agendized meetings will be ninety (90) minutes in length unless mutually agreed otherwise by the principal and staff. Minutes for teacher agendized meetings may be requested by administration.

8:2.9 Minimum Days: There will be six minimum days including Open House and Back to School Night. These minimum days will be calendared by District Office Administration with input from NFT, typically through the calendar planning committee. The four non-Back to School Night or Open House minimum days will be agendized by administrators. Two minimum days will be for grade level/Department collaboration across schools. The other two will be agendized by the principal to meet school needs. Meetings held on minimum days will be no longer than two hours in length unless mutually agreed otherwise by the principal and staff.

8:4.5 Participation in the Outdoor Education Experience Program shall be on a voluntary basis, and participants will be paid 1% of base (column 1 range 1) for a five (5) day and four (4) night activity. If the Outdoor Education Experience Programs' duration is other than four (4) nights, payment will be prorated at .25% for each night.

8:6.3 Teachers working full time in grades 1-3 shall have one hundred (100) minutes of preparation time per week.

8:8.1c The Assistant Superintendent of Human Resources will meet with the President of NFT to review Exhibit F and J waivers prior to the end of the first week of school.

16:2 The following criteria/parameters will be used to identify comparable school districts for total compensation:

- Unified school districts in California
- Districts are not Basic Aid
- Enrollment is +/-30% of District enrollment
- Unduplicated Free or reduced lunch students, English Learners, and Foster Youth enrollment is +/-20% of District enrollment
- Cost of living is +/-20% of Novato cost of living on Sperling's Best Places
- Revenue Limit Sources/LCFF per Student is +/-20% of District Revenue Limit Sources/LCFF per Student

16:1.2 The following districts will be used for comparison: Bonita Unified, Brea-Olinda Unified, Claremont Unified, Culver City Unified, Glendora Unified, Moorpark Unified, Morgan Hill Unified.

Article 16: Compensation: NFT and NUSD agree to a 5% increase to the salary schedule beginning July 1, 2016. Additionally, a one-time off the salary schedule payment in the amount of \$1500 for full time members and \$750 for those members less than .5FTE that are in active status as of May 31, 2016 will be paid prior to July 15, 2016. This one-time off the salary schedule payment is approximately equivalent to a 2% salary increase.

17:1.3 The maximum monthly contribution by the District to medical coverage for each employee shall be \$XXXX which is equal to 90% of the 2016-17 Kaiser HMO rate for Employee Only, shall be \$XXXX which is equal to 70% of the 2016-17 Kaiser HMO rate for Employee + 1, and be \$XXXX which is equal to 60% of the 2016-17 Kaiser HMO rate for Employee +2, and is outlined in Exhibit D.

Exhibit F: The following athletic coaching positions were added to Exhibit F

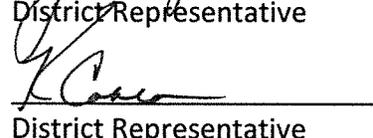
Sport	% of Base
Diving	7.5
Varsity Track Assistant Coach	7.5
JV Track	6

This agreement is subject to ratification by the members of NFT and approval by the Board of Trustees.


 NFT

 NFT

5/20/16
 Date
 5/20/16
 Date


 District Representative

 District Representative

5/20/16
 Date
 5/20/16
 Date

J. Blah

MFT

5/20/16

Date

Ron Maleng

District Representative

5/20/2016

Date

Linda La Vere

NFT

5/20/16

Date

Martin

District Representative

5/20/16

Date

Frank Ruff

NFT

5/20/16

Date

Ell

District Representative

5/20/16

Date