

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**NATOMAS UNIFIED SCHOOL DISTRICT**  
**and the**  
**NATOMAS TEACHERS ASSOCIATION**

Senate Bill 328 - Shift to Start Times

The Natomas Unified School District (“District”) and Natomas Teachers Association (“Association”) enter into this Memorandum of Understanding (“MOU”) regarding Senate Bill 328 (SB 328) and the need to shift the start times at affected school sites.

Governor Gavin Newsom signed SB 328 into law on October 13, 2019.

SB 328 states that the school day for middle schools, including middle schools operated as charter schools, shall begin no earlier than 8:00 a.m by June 2022.

SB 328 states that the school day for high schools, including high schools operated as charter schools, shall begin no earlier than 8:30 a.m. by June 2022.

Article V: Hours of Employment of the Collective Bargaining Agreement between the District and the Association states: “starting and ending times will not vary more than ten (10) minutes from the current or previous year unless the District and the Association meet to seek a mutually acceptable solution.”

The parties agree that there is a need to take proactive measures to ensure compliance of SB 328 by July 1, 2022 and in the interest of providing some measure of planning for our staff and families, the parties agree to implement a greater than ten (10) minute shift to the start and end times for affected schools. Therefore, in order to implement SB 328 by the June 2022, the parties agree to the following shifts in start (and subsequent end) times of affected schools:

<b>Site</b>	<b>“Prior to Pandemic” Start/End Time</b>	<b>2021-22 school year Start/End Time</b>	<b>2022-23 school year Start/End Time</b>
Natomas High	7:55 am/2:54 pm	8:15 am/3:14 pm (20 minute shift)	8:30 am/3:29 pm (15 minute shift)
Inderkum High	8:00 am/2:59 pm	8:15 am/3:14 pm (15 minute shift)	8:30 am/3:29 pm (15 minute shift)
Leroy Greene Academy (6-12)*	8:00 am/3:16 pm	8:15 am/3:31 pm (15 minute shift)	8:30 am/3:46 pm (15 minute shift)
Discovery High School	8:00 am/2:40 pm	8:15 am/2:55 pm (15 minute shift)	8:30 am/3:10 pm (15 minute shift)

\* NOTE: LGA 7-8 grades already meet the SB 328 requirement start time of 8:00, however, we will shift all grade levels at the site together so their bell schedules remain the same.

The Parties agree to continue to collaborate as the need arises as a result of compliance of AB 328 such as the possible need to shift the start/end time of other school sites if needed due to transportation scheduling.

This agreement shall not be precedent setting, shall not be the basis for establishing a past practice, and shall not be referred to in any subsequent issue that may arise.

This MOU shall expire in full without precedent on June 30, 2023 unless extended by mutual written agreement of the Parties.



May 25, 2021



May 25, 2021

[Brenda Borge \(May 25, 2021 11:58 PDT\)](#)

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District Representative

Date

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NTA Representative

Date

Angela Herrera

Brenda Borge