

MEMORANDUM OF UNDERSTANDING

between the

NATOMAS UNIFIED SCHOOL DISTRICT

and the

NATOMAS TEACHERS ASSOCIATION

2021 Summer School

Natomas Unified School District and Natomas Teachers Association enter this Memorandum of Understanding (“MOU”) regarding 2021 Summer School as we continue to address the effects related to the COVID-19 pandemic. This agreement only applies to the temporary effects due to the COVID-19 pandemic and shall not be precedent setting for future contract negotiations.

Recognizing the multiple challenges encountered by the COVID-19 pandemic, the Parties agree on the importance of providing learning opportunities to support the social-emotional, academic, and physical needs of our students and the need to continue to address learning disruption that has occurred for many students.

Unless otherwise noted below, the provisions of this MOU shall supersede any conflicting terms of the Collective Bargaining Agreement (CBA) between the Parties for the duration of this MOU, or until modified by mutual agreement of the District and the Association. The Parties affirm the obligation to comply with all provisions of the CBA not in conflict with this MOU. Further, the Parties affirm that the relevant sections of the Educational Employment Relations Act (“EERA”) California Government Codes 3540 et seq. apply and remain in effect.

As such, the parties agree to the following terms regarding summer school in 2021.

A. COMPENSATION AND HOURS

Employment in Summer Learning programs/summer school is contingent upon funding and sufficient enrollment as determined by the District. Should it be necessary to cancel a class or position, or split a position prior to the end of the program, the bargaining unit member’s salary will be prorated accordingly.

A 30-minute duty free unpaid lunch period will be provided to a staff member working more than 4 hours per day. Paid prep time will be scheduled each day at the teacher’s discretion. In addition, the schedules below reflect the instructional time with students and unpaid lunch (where applicable).

1. **K-5/K-8/Middle Summer Teachers: (depending upon funding/enrollment)**

Training & Preparation days: June 14 & June 15, Time 8:00 am - 12:00 pm (2 days)

Possible Instructional Date/Times:

- June 21 - June 30, Time 8:00 am - 12:00 pm
- July 12 - July 23, Time 8:00 am - 12:00 pm

Maximum Days of Work: 20 days

Paid Time: 4 hours/day

Pay: \$75.00 an hour

2. **Secondary Summer Teachers: (depending upon funding/enrollment)**

Training & Preparation days: June 14 & June 15, Time 8:00 am - 12:00 pm (2 days)

Possible Instructional Dates/Times:

- June 16 - June 30, Time 8:00 am - 2:30 pm
- July 12 - July 23, Time 8:00 am - 2:30 pm
- July 26 - August 6, Time 8:00 am - 2:30 pm

Each Work Day: 1 hour paid prep + 30 Minutes unpaid lunch
Maximum Days of Work: 33 days
Paid Time: 7 hours/day
Pay: \$75.00 an hour

3. **English Learner Teachers - Grades 4th - 8th (depending upon funding/enrollment)**

Training & Preparation days: June 14 & June 15, Time 8:00 am-12:00 pm

Possible Instructional Dates/Times:

- June 16 - June 30, Time 8:00 am - 12:30 pm
- July 12 - July 23, Time 8:00 am - 12:30 pm

Each Work Day: 1 hour paid prep + 30 minutes unpaid lunch

Maximum Days of Work: 23 days

Paid Time: 5 hours/day

Pay: \$75.00 an hour

4. **Kinder Readiness Teachers (depending upon funding/enrollment)**

Training & Preparation days: June 14 & June 15, Time 9:00 am - 4:30 pm

Possible Instructional Dates/Times:

June 16 - July 2, Time 7:30 am - 2:30 pm

Each work Day 30 minutes paid prep + 30 minutes unpaid lunch

Maximum Days of Work: 15 days

Paid Time: 7 hours/day

Pay: \$75.00 an hour

5. **Extended School Year Certificated Teaching Staff (depending upon funding/enrollment)**

See Appendix A attached: Certificated Special Education Extended School Year Job Duty Statements

Pay: \$75.00 an hour

6. Counselors, Nurses, Psychologists, Speech Language Pathologist, Physical Therapists, and any/or other speciality certificated positions will be paid their Per Diem hourly rate **(depending upon funding/enrollment and subject to student and programmatic needs)**.

B. OTHER CONSIDERATIONS

The Parties share joint interests in keeping communications open and working collaboratively for the benefit of students, staff, parents, and the District community as events continue to unfold during the pandemic.

This MOU 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.

C. DURATION

This MOU shall expire in full without precedent on August 6, 2021 unless extended by mutual written agreement of the Parties.



May 18, 2021

District Representative

Date



Brenda Borge (May 17, 2021 16:01 PDT)

NTA Representative

May 17, 2021

Date

Appendix A

Certificated Special Ed Extended School Year Learning Opportunities

Certificated

- M/M and M/S Special Education (not PreK)
- Adaptive PE
- Pre-K Special Education
- NP3 Middle School Special Education

Providing direct instruction to students with IEPs. If the student does NOT have ESY on their IEP, the annual IEP will be used to determine service levels. Teachers will provide 4 hours of direct in-person instruction per day. In addition, staff will allow for one hour of day of planning with IAs and collaborating with parents.

Additional duties include:

- Staff will follow the set daily schedule and will be expected to provide daily instruction, resources and supports to students.
- Job placement is based on student needs and will be fluid to meet students' needs.

Certificated - Literacy Intervention Teacher Special Education

Providing direct Sonday System instruction to students with IEPs in an in-person, virtual or hybrid classroom environment. Teachers will make appointments and coordinate schedules directly with parents. In addition, staff will allow for one hour of day of planning with IAs and collaborating with parents.

Additional duties include:

- Teachers trained and knowledgeable in the use of Sonday System Literacy Intervention Curriculum (either the online and/or physical kits) will implement the curriculum to students daily in small groups and on an hourly basis. Depending on availability, teachers not already trained in Sonday System Literacy Intervention may be provided the training. Teachers will be provided with online kit access and/or physical kits. **May be a combination of virtual and in-person**
- Staff will follow the set daily schedule and will be expected to provide daily instruction, resources and supports to students.
- Job placement is based on student needs and will be fluid to meet students' needs.