

NOVATO UNIFIED SCHOOL DISTRICT

And

NFT, Local 1986

Tentative Agreement

February 5, 2015

March 31, 2015

May 6, 2015

The following will resolve all financial issues for 2015-16 including any fiscal implications for Articles 9, 12, 16, and 17.

The District and NFT agree to the following:

The District and NFT agree on a one-time off-the-schedule payment equal to 2% of the 2014-15 salary schedules for all active certificated employees as of June 30, 2015. The one-time payment will be made no later than July 30, 2015.

Additionally, the District and NFT agree that the 2015-16 salary schedule shall be increased by 6% effective July 1, 2015.

Article 8 Professional Responsibility

8:10 When unit members are assigned to work at more than one site, each unit member shall be consulted in order to establish a schedule that provides duty-free lunch time and minimizes use of any preparation time for travel. Such unit members shall not be required to attend duplicate faculty (staff) meetings. Compensating time shall be provided for unavoidable loss of preparation time **and the member will be assigned one extra preparation period for travel.**

Article 9 Class Size

9:1.1h The grades 4 and 5 staffing ratio shall be 28 to 1 based on enrollment at the end of the fourth week of school. Class size shall be a maximum of 30 in any one class. When it is necessary to exceed the maximum of thirty (30), grades 4-5, the principal shall meet with the grade level teachers to explore placement alternatives and shall provide the teacher with an explanation for the necessity of the placement. ~~If more than thirty (30) pupils should be assigned to any teacher for a period of more than one (1) week, one (1) hour of paid aide time shall be provided for each pupil over thirty (30) until one (1) week after the maximum is no longer exceeded. The paid aide time shall be in addition to any assigned aide time that the teacher may be receiving as part of another program.~~ If more than 30 pupils should be assigned to any teacher for a period of beyond the end of the fourth week of school, the classroom teacher, ~~at his/her discretion, shall receive additional aide time or~~ be compensated according to the formula on Exhibit K until the staffing ratio is resolved.

9:2.1b If, after this time period, a teacher has over 34 in an individual class as listed in 9:2.1 and visual and technical arts and AVID classes, then the teacher will be compensated according to the formula on Exhibit K until the class is decreased to 34 or less.

9:5.3 Caseloads for counselors shall not exceed 350 students. Counseling shall be distributed between sites in order to maximize equity between schools and caseloads. **If, after the time period as described in 9:2.1, then the counselor will be compensated according to the formula on Exhibit K until the caseload is decreased to 350 or less.**

Article 12 Leaves

12:8.1 Leave for Personal Reasons After four (4) years of continuous satisfactory service to the District, an employee is eligible to request of the Board by ~~March 15~~ **February 1** a leave of absence for the upcoming year for personal reasons (not necessarily stated) for a period of not more than two (2) years. No salary or benefits shall be paid for this leave.

12:1.9 When an employee is absent from duty on account of illness or accident **or the care of an immediate family member (i.e. spouse, domestic partner, child, father or mother)** for a period of five (5) school months or less, whether or not the absence arises out of or in the course of employment, the amount deducted from the salary due for any month in which the absence occurs shall not exceed the sum which is actually paid a substitute employee employed to fill the position during the absence, or, if no substitute was employed, the amount which would have been paid to the substitute had one been employed. The District shall make every effort to secure the services of a substitute employee.

12:9.4 Notification of Return to District

On or before ~~March 1~~ **February 1** of the year in which the employee's leave expires, the employee must indicate, by writing a letter addressed to the Board of Trustees, intention to return to the District for the following school year. The District at any time during the leave may require a statement of the employee's intention to return to duty at the expiration of the leave.

Article 15 Part time Contracts/Job Shares

15:2.1 Full time employees may request a leave from their full time position as per Article 12, Leaves. Full time employees shall submit their request in writing prior to ~~March 1~~ **February 1**. Employees approved for part time contract may remain on part time contract for up to two (2) school years. At the end of two school years, employees may return to full time status, or resign a portion of their full time status to continue as a part time employee.

Article 16 Compensation

16:2.2 ~~The hourly rate for 2011-12 shall be \$37.36. In 2007-08 and thereafter the~~ **The** hourly rate will be based on Class 1. Step 1 of the Certificated Salary Schedule, and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively.

16:3.1a ~~Effective for the 2007-08 school year,~~ new certificated employees shall receive credit on the salary schedule for experience in other public school districts and accredited private schools on a year for year basis up to a maximum of ~~seven (7)~~ **ten (10)** years. This allows initial salary schedule placement up to step ~~eight (8)~~ **step eleven (11)** of the Certificated Salary Schedule.

16:3.2c A seven hundred fifty dollar (\$750) stipend will be granted to certificated personnel having 75 units or more plus an MA or MS degree. The MA or MS degree must be from an accredited school and in an area commonly taught in the schools.

16:3.2d A one thousand dollar (\$1000) stipend will be granted to certificated personnel having an Ed.D. or Ph.D. The Ed.D. or Ph.D. must be from an accredited school and in the area commonly taught in the schools.

16:3.2c Credit for Masters and Doctorate degrees is incorporated into the base salary and reflected on the salary schedule.

16:3.6 The District will collaborate with NFT regarding the annual designation of teacher shortages.” Based on the annual designation of teacher shortages in a specific area of instruction, the Superintendent or designee may make salary schedule placement year-for-year up to ~~eleven (11)~~ **twelve (12)** years of verified certificated public or private school teaching experience outside the District up to Step 12. **This allows initial salary schedule placement up to step thirteen (13) of the Certificated Salary Schedule.**

16:8.3 Hourly assigned employees are paid on the 15th of the month following the month worked if their timesheets are submitted to the Payroll Department by the ~~third (3rd)~~ **1st (first)** working day of the month. **Payment for timesheets received after the deadline will be made at the next scheduled pay period.**

From Second Page of Salary Schedule

6. a. For each unit member who is on Step ~~7-10~~ or higher on the salary schedule during the ~~2002-2003~~ school year and has worked in the District for ten (10) years or more, the base salary amount will be increased by an additional salary amount of \$1000 per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only.
- b. For each unit member who is on Step ~~18~~ **16** or higher on the salary schedule and who has worked in the District for fifteen (15) years or more, the base salary amount will be increased by a second salary amount of an additional \$1000 (for a total of \$2000) per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only.

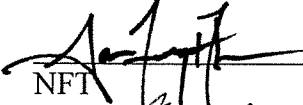
8. The hourly rate will be based on Range 1, Step 1 of the Certificated Salary Schedule (i.e. Range 1, Step 1 ÷ 186 days ÷ 6 hours) and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively.

9. Certificated extra duty assignments, as shown in Exhibit F , shall be paid from Step 1, Range 1 of this salary schedule. ~~coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: Schedule B~~
\$29,695

10. Non-certificated extra duty assignments, coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: Schedule B
\$29,695

17:1.3 Agree to maintain percentage amounts; writing for final premium rates from Kaiser


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



NFT

5/11/2015

Date



NFT

5/11/2015

Date



NFT

5/11/2015

Date

LaVere

NFT

5/11/15

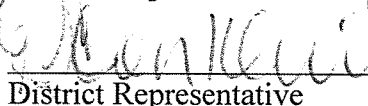
Date



District Representative

5.11.15

Date



District Representative

5.11.15

Date

District Representative

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District Representative

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