

MEMORANDUM OF UNDERSTANDING
Between the Newark Unified School District and the
Newark Teachers Association
In-House Substituting for 2021-22

Newark Unified School District ("District") and Newark Teachers Association ("District" or "Association") enter this Memorandum of Understanding (MOU) recognizing that currently there is a Guest Teacher (Substitute) shortage in NUSD and across the state.

Background

The District has been attempting to recruit substitutes to meet the District's needs, but has been unable to recruit the substitutes needed to fill the day to day, long-term, and official business demands for the 2021-2022 school year. In addition, teachers have been needed to fill-in as substitute teachers when one is not available.

Currently Article 13 Sections 13.6.1.4 and 13.12 regarding In-House Substitution state:

13.6.1.4 In-House Substitution

Site administration will make every effort to ensure that unit members who substitute during a preparation period will do so on a voluntary basis. Only after it has been determined that volunteers are unavailable will administration require unit members to substitute during his/her preparation period.

13.12

The in-house rate for substitution during a preparation period shall be \$40.00 for each period.

Agreement

On a one-time, non-precedent setting basis, for the period of November 5, 2021 to June 2, 2022, only, the District and Association agree as follows:

1. At the time of this MOU the in-house substitute rate is \$40.00. The District agrees to increase this rate for the 2021-2022 school year only, making the new temporary rate \$55.00 per preparation period during which the teacher serves as a substitute.
2. The District will comply with CalSTRS' rules and regulations in reporting this additional pay, and makes no representations regarding the extent to which this additional pay will count toward unit members' pensions.
3. Each site will track eligible employees on a spreadsheet to be submitted to payroll monthly. A copy of these spreadsheets will be sent to NTA monthly after the pay period ends.
4. The District shall continue to advertise for and attempt to recruit and hire substitutes, and shall not use the extra pay provided by this MOU to avoid filling these vacancies.
5. This MOU is subject to approval by the Governing Board.
6. All certificated teachers will be required to be a part of the site rotation list, this includes all unit members with a classroom credential, i.e. RSP Teachers, ELD/Intervention Teachers, etc.
7. The prep rotation list will be published at the site.
8. This MOU is a non-precedent setting and shall expire and have no ongoing effect on June 2, 2022, unless the parties agree in writing to extend its terms.

This rate is for in-housing only. All other hourly work will be paid at the \$40.00 rate per the CBA.

For:

Newark Teachers Association

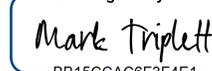

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Sean Abruzzi, NTA President

10/28/2021

Date

Newark Unified School District


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Mark Triplett, Superintendent

10/28/2021

Date