

February 1, 2022 9:25 A.M.

Memorandum of Understanding Between  
North Monterey County Unified School District and  
North Monterey County Federation of Teachers

Elementary Grades 4-6 Staffing Formula for the 2022-2023 School Year

The District and the Federation agree to the following terms and conditions for implementing a staffing formula for the elementary (grades 4-6) for the 2022-2023 school year.

1. The provisions of this MOU supersede Article XIII Class Size for the 2022-2023 school year insofar as it relates to the elementary 4-6 staffing formula for 2022-2023.
2. The staffing formula shall be calculated as follows: school site enrollment of grades 4-6 (excluding Special Day Class students) divided by 29.
3. Implementation of the foregoing formula is expressly dependent upon the following:
  - a. The staffing formula will be adjusted as needed, depending on the number of additional 4-6 grade students who actually enroll and attend (as compared to present projections) for the 2022-2023 school year. Specifically, the 29 staffing formula will be adjusted upward if there are insufficient classrooms available at a specific elementary school, which could include the need to house unexpected additional enrollment in grades TK-3.
  - b. Implementation of the staffing formula may also be adjusted in order to minimize the creation of additional combination classes. This determination shall be made through meeting and conferring among the Principal, affected teachers and the NMCFT site representative.
  - c. Implementation of the staffing formula may also be adjusted to meet any requirements for the 2022-2023 school year that impact staffing and/or classroom space that are unknown to the parties at this time.
4. This MOU is in effect only for the 2022-2023 school year and thereafter automatically expires.

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