

NUSD-NTA Negotiations Update

March 18, 2019

Negotiating Teams

MANAGEMENT TEAM

Angela Herrera,
Lead Negotiator,
Associate
Superintendent

Javetta Cleveland,
Deputy Superintendent

Doug Orr,
Associate
Superintendent

David Rodriguez,
Assistant Superintendent

Amreek Singh,
Executive Director

Carley Borrelli,
Administrative Assistant

NTA TEAM

Kristen Rocha,
Lead Negotiator,
NMS Teacher

Justin Vorhauer,
NMS Teacher

Emilio Moran,
NMS Teacher

Randy Hodge,
Heron Teacher

Lydiana Alfaro,
HAH Teacher

Achim Dangerfield,
IHS Teacher

Mara Harvey,
DHS Teacher

Today the 2019-2020 negotiations teams for Natomas Unified (NUSD) and the Natomas Teachers Association (NTA) met for the first time. NUSD proposed three (3) of the four (4) articles the school district opened for negotiations.

Salaries:

- **NUSD proposed a compacted salary schedule that, by the start of the 2020 school year, would mean all starting teachers with a credential would earn \$50,000/year and teachers who teach 23 years could earn over \$100k a year.**
As currently, teachers with a master's or doctorate earn 3% more to their base salary. A 23-year veteran teacher with a master's degree could earn \$103,000 a year starting in 2020. That is a per diem of \$561/day. That is just \$16 less/day than the most senior elementary principal's current per diem. This is designed to better attract and retain teachers/certificated employees. And teachers can reach the highest pay in each salary column 8 years faster than today's salary schedule.
- This compacted salary schedule represents a 3.25% increase in teacher/certificated expenditures in 2019-2020.
- 2020-2021 would include an across-the-board 2% salary increase.
- 2021-2022 would include NTA's option to take a 2% off-salary one-time payment or re-open salaries if the projected COLA increases beyond anticipated targets.
- To increase the ability for teachers to move over on the salary scale faster, NUSD proposed removing a significant hours limitation that has existed for teachers to earn in-district credit for professional development. Teachers could choose \$40/hr for after-workday pay to learn and grow professionally or take them as hours towards salary column increases.
- See attached table for sample salary increases for the proposed first 2 years of the agreement.
- The proposed total comp would be 7.25% with potentially more in year 3.

Agreement (proposed length of new contract): NUSD proposed a 3-year contract to run from 2019-2020 through the 2021-2022 school year. This past summer the leader of the Fact Finding process recommended NUSD and NTA adopt "...a locked-down, two-year agreement with no re-openers ..." NUSD hopes that a 3-year deal, with 2 years "locked down" with increased ongoing compensation guaranteed in the first 2 years and options for more money for teachers/certificated staff in year 3 would allow for time to improve labor relations over the next 3 years.

Health/Welfare Benefits: NUSD proposed a joint Wellness Committee of 16 reps (75% teachers) to review and communicate programs to support employees including but not limited to health/wellness programs, supplemental retirement savings, programs such as long term disability, flexible spending accounts, and more. It would also develop a Recognition of Service/Success program that recognizes and honors district service and longevity.

Hours: Still to be shared - NUSD hopes to create more teacher-directed collaboration time, more recess time for students (with less teacher supervision responsibilities) and a few more items.

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This table shows the impact the compacted salary (3.25% equivalent expenditures) and 2% raise over the next two years would have on NUSD's ability to best recruit and retain teachers/certificated staff.

Example Description	Today's Salary	Salary in August 2020	Difference
1st year teacher with a teaching credential but not 45 units	\$45,795/year	\$50,030/year	+\$4,235/year
A Class III teacher at 17 years	\$66,186/year	\$71,984/year	+\$5,798/year
Veteran teachers in NUSD at the last Class V and Year 23 or 24	\$88,648/year	\$100,042/year	+\$11,394/year
Veteran teachers in NUSD at the last Class V and 25 to 27 years	\$92,194/year	\$100,042/year	+\$7,848/year
Veteran teachers in NUSD at the last Class V w/ 28 years or more	\$95,882/year	\$100,042/year	+\$4,160/year

Some key notes, by 2020:

- In recognition of longevity, Class V teachers from years 17 and beyond see 7 years straight of salary increases starting with a 4% increase and ending with a 7-year run totaling a 13.75% increase. **Currently this would affect 149 teachers.**
- First-year teachers with a credential would start at \$50,030/year and increase to \$62,305/year in the first 10 years even if they took zero professional growth hours/units.
- For newer teachers who choose to stay in Class II, the current salary range goes from \$47,999/year to \$59,909/year. The new proposal makes it easier for teachers in Class II to reach \$72,252/year in the same amount of time. That's an increase of \$12,343.
- If a teacher wanted to attend in-district professional development and/or take additional units as outlined, in 4 years a teacher could move from \$50,000/year to \$62,285/year. In the next 4 years, with doing no other professional growth, they would be making \$72,864/year or an increase of \$22,864 in 8 years.