

# Public Hearing Initial Contract Proposal

Agreement Commencing July 1, 2019  
Natomas Teachers Association  
Full Contract Opener

February 27, 2019



**Presented By:**  
**Angela Herrera - Associate Superintendent**

# Vision

All NUSD students  
graduate as college  
and career ready,  
productive,  
responsible, and  
engaged global  
citizens

# Core Beliefs

**Every student  
can learn and  
succeed**

**Disparity and  
disproportionality  
can and must be  
eliminated**

**Our  
Diversity is a  
Strength**

**Staff must be  
committed,  
collaborative,  
caring, and  
exemplary**

# Big Picture

The Natomas Teachers Association (NTA) opened 7 articles (“open” means expressed an interest to change current contract language).

The current agreement between NUSD and the NTA has 21 articles. Articles are broad areas of agreement. Over the past four years the two sides have re-negotiated over 80% of the articles in the agreement.

Natomas Unified is committed to spending time, energy and the limited state resources available to invest in:

- Raises
- Recess
- Arts
- More Collaboration Time

# Big Picture (con't.)

Overall our interests include:

- Increasing salaries to ensure Natomas Unified remains competitive when retaining and attracting certificated staff, while promoting a culture focused on high standards and research based practices
  - Eliminate Class 0, change Class I to Emergency/Intern/Waiver and change Class II to BA plus credential or MA on the Certificated Salary Schedule.
  - At a minimum, match the 3% salary increase that was agreed to with classified bargaining unit in recent weeks; look at other successful formulas if new revenue comes in that would provide security and assurances for employees through a specific percent/portion that would be applied to certificated salaries
- Considering more play time for elementary students, keeping in mind the ramifications on other subjects such as English, math, social studies, etc.

# Big Picture (con't.)

- Creating new opportunities/programs for students that involve the integration of art
  - Our community wants more art, and we would like to look at ways that integrated art with History/Social Science and ELA (and more) could support our students.
- Adding more collaboration time for teachers
- Working with NTA to create a committee to support physical and emotional health of our certificated staff, while also looking at how to continue to expand SES for students. One area in particular is how to support students as they address the higher expectations required to be competitive for college, universities and ultra-competitive workforce.
- Multi-year agreement

# Articles to Open and Negotiate

With all of this in mind, Natomas Unified is only opening 4 articles this year, all of which NTA has also opened:

- Article I: Agreement
- Article IV: Salaries
- Article V: Hours of Employment
- Article VI: Health & Welfare Benefits

**In total there are 7 articles open for negotiation in 2019.**

# Commencing Negotiations

Natomas Unified and NTA have already exchanged dates for potential negotiations sessions in March and April.

Natomas Unified is awaiting confirmation from NTA on dates shared.