

# ***NUSD-NTA Negotiations Update***

***April 23, 2019 - On Monday NUSD and NTA Met for the 3rd Time***

**No agreements were made. How do we move forward when NTA leaders ask for a 9% one-year compensation increase and (at the same time) a significant decrease in instructional time for over 50% of our students? A classic over-promise that backs everyone into a corner.**

## **Unaffordable and Unrealistic**

### **NTA's Salaries & Benefits Proposals Would Lead to Layoffs, Massive Budget Cuts and Larger Class Sizes**

- NTA's team has requested the equivalent of a 9% increase to ongoing compensation while proposing only a 1-year agreement. Districts statewide in which teachers' unions went on a strike, settled on MUCH lower numbers. LA Unified, after a strike, agreed to a 6% raise over 2 years (3% a year); Oakland Unified agreed to an 11% raise over 4 years (avg 2.75% a year); Sac City Unified had a one-day strike after agreeing to an 11% raise over 3 years (3.67% a year). All 3 districts have begun cuts/reductions or must pass a parcel tax to afford those amounts. NTA leaders have asked for 9% in 1 year (over 3 times the 1-year average settled after the LAUSD and OUSD strikes). If agreed to, this would return NUSD to massive cuts, increases in class sizes, layoffs and state takeover discussions.

### **NTA proposes less instructional time for over 50% of NUSD students & a 1-year 9% increase in compensation.** NTA leaders proposed a reduction in instructional hours at elementary/K-8 schools that would:

- Reduce 7th and 8th grade classroom instruction by 50 minutes a day. Reduce an additional 60 min/week of instructional time for more staff collaboration. These reductions equate to at least 25 days of lost instruction for 7th and 8th graders at K-8 schools. This is equal to a **14%** reduction in instructional time. For a different perspective, at the time you are reading this fact sheet, it would be the equivalent of your students being done with instruction for the year.
- Reduce TK-6th grade classroom instruction by 60 min/week, the equivalent of 7 days or 4% a year of lost instruction.

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## **Realistic and Increased NUSD Teacher Salaries**

### **NUSD proposes at least a 7.25% increase in compensation over 3 years that sets a \$50K a year credential baseline salary and teachers can earn a max \$103K/year (or \$561 a day)**

- By 2020, teachers could reach the highest pay in each salary column 8 years faster than today's salary schedule. A 23-year veteran teacher with a master's degree could earn \$103,000 a year. 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 equals a 3.25% increase in teacher compensation next year.
- 2020-2021 would include an across-the-board 2% salary increase and 2021-2022 would include **NTA's option** to take a 2% off-salary one-time payment or re-open salaries if the cost-of-living increases beyond anticipated targets allocated by the state. Teachers choose (not admin) which option and teachers can re-open salaries if there is more money.
- This provides security that if California hits a recession, teachers' compensation is protected. One-year deals DO NOT provide the same financial security and protection.

### **NUSD's Hours Proposal = more protected time and longer duty-free lunches for TK-6 Teachers**

- There would be NO changes to middle school or high school work days. They already have a longer work day.
- NUSD's proposed language is based on requests from teachers for teacher-directed time. NUSD's proposal gives TK - 6th grade teachers an additional 30 minutes of protected teacher-led time at the end of the student day. Additionally, NUSD proposed expanding TK-6 teachers' duty-free lunch in 2020 to 45 minutes (now 35 minutes) in order to provide students with more lunch and recess time, while also providing teachers more prep and protected time.
- Teachers have asked for opportunities to collaborate with their peers differently than the existing negotiated collaboration time. Many of our teachers already stay after students are gone each day. This would calibrate all TK-6 teachers with protected time.