After meeting in June for our first mediation session with NTA leadership, we will be participating in a second mediation session on August 12th. As a reminder, both sides agreed to request help from the Public Employment Relations Board (PERB) following our 6th and last scheduled negotiations session in May, after it became clear that the parties have significant differences in perspective on several issues. PERB provides a state mediator to assist the parties secure an agreement. If the parties do not enter into an agreement through mediation, negotiations continue to fact-finding, the next step in the negotiations process when the parties are at impasse.

### Raises for Certificated Staff

As you may know, through the course of negotiations, NUSD has proposed compensation increases for all certificated staff in each of the next two years. To recap, our proposals include the following:

#### In 2019-20
- **NUSD proposes salary schedule compaction to the certificated salary schedule.** “Compaction” is the process where the total number of steps in the salary schedule is reduced. The effect of compaction is to reduce the number of years that it takes for teachers to rise to the top level of the salary pay scale, which increases average pay over a professional career.
- **NUSD’s compaction proposal equates to a 3.25% increase in teacher compensation.**
  - This compaction allows brand new credentialed teachers to come in at $50,000 at the lowest step and class by 2020, and 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.
  - A teacher can reach the highest pay in each salary column 8 years faster than today’s certificated salary schedule.
- **Any staff on the certificated salary schedule who would not see an increase due to compaction or a step increase would receive a one-time $1,000 payment.**
- **Other certificated salary schedules (Nurses, Counselors and Psychologists, Speech and Language Pathologists, Leroy Greene Academy) would receive a 3% salary increase.**

#### In 2020-21
- **2% salary increase** for all certificated staff.
  - This provides security that if California hits a recession, our teachers’ compensation is protected. One-year deals DO NOT provide the same financial security and protection when things like the Governor’s approved budget shows a reduction to the Cost of Living Adjustments (COLA).

### Stability for Certificated Staff

In addition, while NUSD initially proposed a three-year agreement to provide more security and stability for our staff in an economy that is heading towards a downturn, we are willing to secure a two-year agreement with NTA leadership if it means we are able to achieve the two years of compensation increases for certificated staff. This will also allow for both parties to step away from negotiations for an additional year while we focus on ensuring that all students are college and career ready.

We wish everyone a successful start to the 2019-20 school year!