




# NUSD-NTA Negotiations Update

August 12, 2019

## Earlier, Faster, Longer: Raises for Certificated Staff

NUSD has proposed establishing a baseline salary for a credentialed teacher at \$50,000/year and a top-end salary for veterans of \$103,000/year. In our proposal, our veteran teachers would make just \$16 less/day than the most senior elementary principal's current per diem. This would be accomplished by a combination of compacting the salary schedule (shrinking the number of years it takes for teachers to hit higher salary levels), and adding ongoing compensation. We also added one-time money in 2019-20 for some staff.

We want to pay our teachers earlier, faster, and longer. Retention is so important to us we are going to pay younger teachers more money, veterans more money faster, and reward certificated staff for staying longer by giving them \$71,534 more between years 23 and 30 than they would make now. Here are some examples of the impacts of these proposals for certificated staff:

	2018-2019 Salary	Proposed 2020-2021 Salary	Increase	Other Staff Impacts
<b>More \$ Earlier -</b> 1 <sup>st</sup> Year Credentialed Teacher	\$45,795 	\$50,031	+\$4,236	3% increase in 2019-20 for psychologists, speech and language therapists, nurses, counselors and certificated dependent charter staff, and the across-the-board 2% increase in 2020-21.  5%
<b>If you're a teacher in the middle, you are not forgotten.</b>				
<b>13-Year Teacher at Class IV</b>	\$73,650 	\$78,533	+\$4,883	
<b>While some people say that 50 is the new 40...in NUSD, 23 is the new 28. Check out the info below:</b>				\$1,000 one-time payment in 2019-20 for any staff on the certificated salary schedule who would not see an increase due to compaction or a step increase, and the across-the-board 2% increase in 2020-21.  \$1,000 & 2%
<b>More \$ Faster -</b> 23-Year Teacher w/ Masters	\$91,307 	\$103,043	+11,736	
You will earn <b>\$71,534 more</b> than the current salary schedule between Years 23 and 30.				

## Budget Limitations

NTA's team has requested the equivalent of a **7%** increase to ongoing compensation while proposing only a 1-year agreement. If agreed to, this would return NUSD to massive cuts, increases in class sizes, layoffs and state takeover discussions.

NUSD's 2-year proposal provides security that if California hits a recession, teachers' compensation is protected. One-year deals DO NOT provide the same financial security and protection.

Despite budget limitations, look at the impacts on certificated staffs' lives this new salary schedule and related increases will have.