

Natomas Teachers' Association (CTA/NEA)
Initial Bargaining Proposal for Sunshine December 2017

NTA exists as a body of members working to promote our students' rights to a quality public education in Natomas. It is our goal to provide the best conditions and environments for both students and teachers. Through our negotiations we will address the student experience by focusing on the resources needed for student success through the District LCAP goals and the Collective Bargaining Agreement articles.

NUSD has approximately 600 teachers and 43% of these teachers have only been here less than 2 years. There are currently still a number of midyear open unfilled teaching positions across the district. Additionally, multiple resignations have occurred since the start of the year. NTA recognizes there is an expanding teacher shortage. We need to prioritize the goal of making our district a destination for students by recruiting and retaining teachers, which is LCAP goal five. The prospective supports for SPED staff have changed the working conditions which has impacted our ability to retain and attract fully credentialed, experienced, and skilled special education staff. Great teachers are attracted to and stay in districts where they are appreciated and supported.

The Natomas Teachers' Association hereby submits the following initial proposal for a upcoming 2018-2019 collective bargaining agreement with the Natomas Unified School District. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The Natomas Education Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process. Unless otherwise indicated, proposals are in conceptual format, and they are not comprehensive in content.

Article IV Salaries (and all relevant appendixes, including LGA schedule)

- Increase wages to compete with other districts so NUSD will attract and retain the highest quality educators. Trainings, extra duty pay and professional development are also applicable to support LCAP goals.

Article V Hours of Employment

- Focus on students/classrooms by providing adequate instructional planning and preparation time.
- Equitable planning and preparation time for all unit members, including special educators, nurses, counselors, speech and language pathologists, itinerant teachers, early childhood education teachers, and psychologists
- Modify language regarding duty and meeting requirements in order to place more focus student/classroom instructional duties

Article VI Health and Welfare Benefits

- Improvements in current medical, dental, and vision coverage for employees, dependents, and retirees, with no additional costs to compete with other districts so NUSD will attract and retain the highest quality educators.

Article VIII Safety and Well-Being

- Support and resources to maintain orderly and well-disciplined sites and programs for the support of goal 4, to create safe and welcoming learning environments where students attend and are connected to their schools

Article X Class Size

- Establish class sizes and caseloads achieving optimal educator-to-student ratios to increase student success in ELA, Math, Science, Literacy and Civics and to prepare students to be college and career ready. All five LCAP goals will be supported

Article XIII Special Education and Special Subjects Specialist

- Provide the necessary support and resources to educate all students in general and special education settings. The central focus is on the NUSD inclusion program of clustering students with IEPs into mainstream classrooms but all specialists will be addressed in the proposals. All five LCAP goals will be supported with this article improvement.

NTA proposes to review language in contract articles and memorandums of understandings that may have become obsolete, need updating, be eliminated, or incorporated into the collective bargaining agreement.



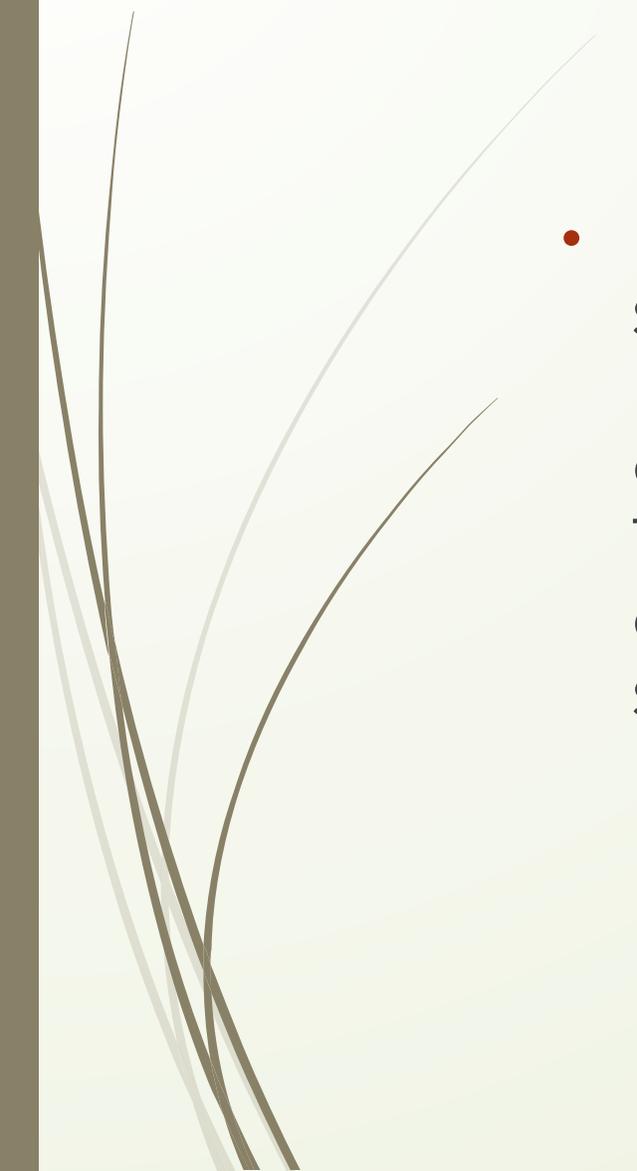
Natomas Teachers' Association

SUNSHINE PROPOSAL FOR BARGAINING 2018-2019

Referencing NTA-CTA mission, as well as portions of the
NUSD strategic plan



NTA's mission is aligned with CTA & NEA

- NTA exists as a body of members working to promote our students' rights to a quality public education in Natomas. It is our goal to provide the best conditions and environments for both students and teachers. Through our negotiations we will address the student experience by focusing on the resources needed for student success through the District LCAP goals.
- 



To increase student success in ELA, Math, Science, Literacy and Civics -GOAL 1

The Collective Bargaining articles which will address this goal are the following:

- Article V - Hours of Employment
 - Article VIII - Safety and Well-being
 - Article X - Class Size
 - Article XIII - Special Education and Special Subject Specialist
- 



To prepare students to be college and career ready - GOAL 2

The Collective Bargaining articles which will be included in this Goal are the following:

- Article IV - Salaries
 - Article V - Hours of Employment
 - Article X - Class Size
 - Article XIII - Special Education and Special Subject Specialist
- 



To engage parents and families to support student success in school - Goal 3

The Collective Bargaining articles which will be included in this Goal are the following:

- Article V - Hours of Employment
- Article VIII - Safety and Well-being
- Article X - Class Size
- Article XIII - Special Education and Special Subject Specialist



To create safe and welcoming learning environments where students attend and are connected to their schools - Goal 4

The Collective Bargaining articles which will be included in this Goal are the following:

- Article V - Hours of Employment
- Article IV - Salaries
- Article VIII - Safety and Well-Being
- Article X - Class Size
- Article XIII - Special Education and Special Subject Specialist



To recruit, hire, train, and retain high quality staff who are committed, collaborative, caring, and exemplary - Goal 5

The Collective Bargaining articles which will be included in this Goal are the following:

- Article IV - Salaries
- Article V - Hours of Employment
- Article VI - Health and Welfare Benefits
- Article VIII - Safety and Well-Being
- Article X - Class Size
- Article XIII - Special Education and Special Subject Specialist



Sunshine Summary:

Articles: IV, V, VI, VIII, X, XIII, and Salaries for Bargaining Unit Members

- NUSD has approximately 600 teachers and 43% of these teachers have only been here less than 2 years.
- There are currently still a number of midyear open unfilled teaching positions across the district.
- Additionally, multiple resignations have occurred since the start of the year.
- There is an expanding teacher shortage. We need to prioritize the goal of making our district a destination for students by recruiting and retaining teachers.
- The prospective supports for SPED staff have changed the working conditions which has impacted our ability to retain and attract fully credentialed, experienced, and skilled special education staff.
- Great teachers are attracted to and stay in districts where they are appreciated and supported. NTA bargains to ensure that.

These above are issues we plan to address in negotiations.