

# Public Hearing

# Initial Contract Proposals

**Agreement Commencing July 1, 2018**  
**Natomas Teachers Association**  
**Full Contract Opener**

December 13, 2017



**Presented By:**  
**Bill Young - Deputy 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**

**Our diversity is a strength**

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

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

# Big Picture

The Natomas Teachers Association (NTA) opened 6 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 81% of the articles in the agreement.

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

- Sustain and improve student opportunities and success
- Establish a calendar process that allows our families to consistently schedule vacations, child care and more
- Improve teacher support by fostering a professional culture on high standards, research based practices and recognizing accomplishment

# Articles to Open and Negotiate

With all of this in mind, Natomas Unified is only opening 2 articles this year:

- A proposed new article called: Article XXII: Calendar Approval Process
- Article XII: Professional Teacher Support Program
  - *Among other things, this article established a committee of 5 people, 3 of whom are selected by NTA leadership to drive the work of new teacher “induction” and support for referred teachers. This work has a significant impact on issues such as retention of teachers and culture building.*

**In total there are 8 articles open for negotiation in 2018.**

# Articles to Open and Negotiate

Article I: Agreement must be open for any agreement to take place. So for our public, this is listed here as an open article. Article I defines the term of the agreement and w/out it being open, no terms could be established.

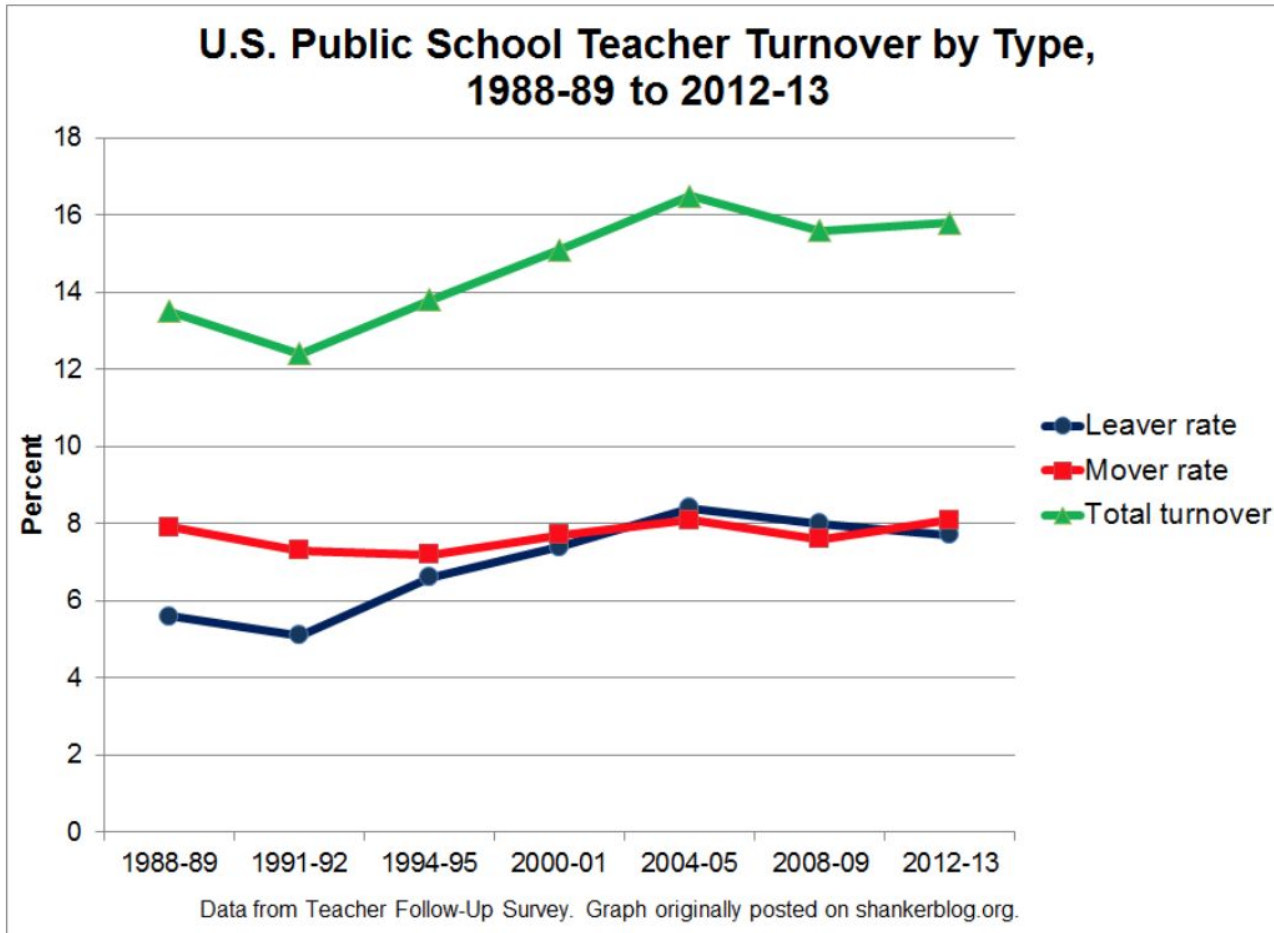
**In total there are 8 articles open for negotiation in 2018 plus Article I**

# 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
- Increasing student success as measured by both the CA Dashboard and the District Progress Report
- Creating new opportunities/programs for students that involve the increased utilization of technology and blended learning. Note: Blended learning can support all students while also creating non-traditional programs for students and families that are interested in a different learning environment than traditional classrooms.

# US Data: Late 1980's to 2013



**Published January, 2015  
 by Shanker Institute**

**From 12% -  
 16.5%  
 turnover per  
 year**



# A few points on retention

- At the end of the 2016-2017 school year 76.3% of teachers hired on or before 2012-2013 were still in Natomas Unified.
- FTE has increased by 16% in the past 3 years due to growth, new programs and the inclusion of LGA staff in the Natomas Teachers Association - that is 80 new teachers.
- NTA and NUSD agreed to a retirement incentive last year, with the intent that teachers near retirement might accept this financial incentive to retire (about 30 out of 80 eligible accepted).

# Commencing Negotiations

Natomas Unified and NTA have already agreed to two initial dates for negotiations in January and five dates in February.