

NUSD-NTA Negotiations Update

Information About Contract Negotiations: Staff, Parents and Community

Negotiating Teams

MANAGEMENT TEAM

William Young,
Deputy Superintendent

Javetta Cleveland,
Deputy Superintendent

Doug Orr,
Associate Superintendent

Angela Herrera,
Assistant Superintendent

Carley Borrelli,
Administrative Assistant

NTA TEAM

Kristen Rocha,
Lead Negotiator,
NMS – Teacher

Justin Vorhauer,
NMS – Teacher

Emilio Moran,
NMS – Teacher

Lydiana Alfaro,
HAH – Teacher

Sarah Shaw,
TRE – Teacher

Kenya Spearman,
CTA

There have been 7 days of negotiations between Natomas Unified and the Natomas Teachers Association (NTA). On the first day of negotiations (January 10, 2018) the two parties reached tentative agreements for:

- **Tentative Agreement (Health Benefits):** *Natomas Unified will increase its current annual contribution towards funding certificated employees pre-tax health care by \$600 per year*
- **Tentative Agreement (Safety):** *There will be at least one (1) dedicated security personnel on K-8 campuses during workdays*

On February 9th, Natomas Unified presented the NTA negotiations team with a Comprehensive Package Proposal. This package offered:

- A two-year contract that includes 3% salary increase starting in 2018-19 with 2% off-schedule (1% through 12 hours of Professional Development) and a one-time 3% payment in 2019-20.

The tables below shows estimates of increased compensation based on this package:

Current 2017-18 Salary	Comprehensive Compensation Offer					Total Increase Over the 2-year Contract
	Teacher					
\$52,816	3% ongoing raise starting 2018	\$600 annual increase for benefits starting 2018	1% one-time for 12 hours PD (2018-19)	1% one-time (2018)	3% one-time (2019)	\$7,010
\$82,756						\$10,303
\$93,089						\$11,440
\$102,941	Speech & Language Pathologist					\$12,524
	3% ongoing raise starting 2018	\$600 annual increase for benefits starting 2018	1% one-time for 12 hours PD (2018-19)	1% one-time (2018)	3% one-time (2019)	
\$100,592	Counselor & Psychologist					\$12,265
	3% ongoing raise starting 2018	\$600 annual increase for benefits starting 2018	1% one-time for 12 hours PD (2018-19)	1% one-time (2018)	3% one-time (2019)	

- 50/50 partnership committees to expand support and retention of new and veteran teachers.
- A school year calendar approval process to communicate calendars a minimum of 2 years in advance. This would help parents and staff plan ahead for school events, vacations and to accommodate childcare needs.
- Lower class size goals in Transitional Kindergarten and Kindergarten.
- Flexibility in hours for future innovative student programs in Career Technical Education, Hybrid Learning (virtual and in-class) and Adult Education.
- Increased collaboration time by 15 minutes added to the established three times per month collaboration meetings at elementary and K-8 sites.
- Formalizing the current work hours for preschool teachers (due to our expanding preschool program)
- Further development of multiple areas that support Special Education students and teachers including: An annual review of student placement; a calendar for special education staff support meetings; a process to better review and communicate the Special Education handbook.
- Compensation for teacher professional development for topics such as inclusive practices.