

NUSD-NTA Negotiations Update #3

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

Today the Natomas Unified Bargaining Team and the NTA Bargaining Team met with the support of a state-appointed mediator. Unfortunately, a deal was not reached. The mediator informed NUSD and NTA that they will be released to fact-finding. Fact-finding is conducted by a three-member panel. NUSD and NTA each select a member to serve on the panel with a state-appointed chairperson. The fact-finding panel conducts a hearing and issues a recommendation regarding the terms of a settlement related to any unresolved bargaining subjects.

As a reminder, the District's package proposal includes a 3% on-going salary increase starting in 2018-19, 3 different one-time payments totaling up to 5% over a two-year contract, school year calendars in advance to help with planning, and lower class size goals for Transitional Kindergarten and Kindergarten. More details about this package proposal can be found in Negotiations Update #1 and #2 on the district website.

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)	

NTA has reiterated its interest in only entering into a one-year Agreement. The District is interested in a multi-year agreement that can be used to provide employees and families the ability to plan in advance financially and for day care, vacations, etc.

A multi-year agreement also provides staff with guaranteed increased compensation regardless of economic uncertainties.

Natomas Unified remains hopeful a deal can be reached.