

NUSD-NTA Negotiations Update #4

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

Natomas Unified wants to: increase compensation for staff; sign a two year agreement that allows for the larger proposed compensation; create a consistent school year calendar for families and staff; decrease class sizes in targeted elementary grades; continue and expand support for students with disabilities; and create partnerships for sustained district success.

Increase Compensation for Staff and a 2-Year Agreement:

- As a reminder, NUSD’s proposal includes a 3% ongoing salary increase starting in 2018-19, 3 different one-time payments totaling up to 5% over a two-year contract (see table at the end).
- A 2-year agreement is proposed that would guarantee two years of salary/one-time payment increases. The NTA negotiation team has stated they want a one-year agreement, restarting negotiations in 2018-19, and thus jeopardizing thousands of dollars for each employee.

Create a consistent school year calendar for families and staff:

- The collective bargaining agreement **does not** have a student calendar creation process. NUSD has proposed a process that allows for input from stakeholders and would allow the district to publish calendars years in advance. The NTA negotiations opposed that and proposed language that would potentially delay the development of the calendar each year. For example, as of today, we do not have an approved work year calendar for 2018-19.

Decrease class sizes in targeted elementary grades:

- Lower class size goals for Transitional Kindergarten and Kindergarten, providing teachers with increased compensation if that target was exceeded.
- Smaller class sizes in TK-3rd grade overall.

Continue and expand support for students with disabilities:

- NUSD’s proposal includes contract language that would provide calendared Special Education meetings, increased professional development, an inclusion placement review committee, and a Special Education handbook committee. These actions would extend efforts to continue and exceed federal/state mandates for including students with disabilities in education. Through our collective efforts, we are proud to share that NUSD students with disabilities are:
 - Graduating more than ever before (up 11%).
 - Earning access to a 4-year college (UC/CSU college a-g completion rates are up 18%).
 - Taking the ACT college entrance exam (up 13%).
 - Increasing state testing achievement in Language Arts and Math (up 2% and 4%).
 - Making progress towards language re-designation (up 19% for English Learners).
 - For the first time, meeting the state and federal requirements for providing the Least Restrictive Environment for our students with disabilities. This is a state/federal requirement. There is legitimate concern that NTA Leadership’s proposals will undo the progress achieved for students with disabilities.
 - Rumors about full inclusion at secondary schools in 2018-2019 are inaccurate.

Create Partnerships for Sustained District Success:

- Natomas Unified wants to create partnerships to look at how we support new teachers, veteran teachers, revise report cards, and create hybrid learning models that allow families more choice in how their students are educated using a blend of modern technology and direct teacher support.

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)	

Natomas Unified remains hopeful a deal can be reached during Fact Finding scheduled for May 30 and May 31.