

February 1, 2019

NUSD Staff and Community:

We're pleased to announce that Natomas Unified and its classified staff leaders have reached agreement on a multi-year contract that was negotiated in a spirit of collaboration and partnership. The tentative deal will benefit both the staff and district.

The agreement, encompassing salary and benefits, covers reopeners to the current 2018-19 CSEA contract, plus an additional three years, extending through June 2022. It will become official once both sides hold ratification votes.

Key details include:

- Compensation
  - Having already received a 2% raise on the 2018-19 salary schedule, classified staff would receive an additional 1.5% salary raise for the 2018-19 year, retroactive to July 1, 2018.
  - A 1.5% off-schedule payment to be paid to all bargaining unit members upon ratification
  - A 3% salary raise for the 2019-20 year, with "me-too" language to ensure CSEA receives the same percentage of salary increase upon completion of negotiations with NTA's bargaining unit
  - A 1.5% longevity increase for 10-year employees, starting in 2019-20, and a 2.5% longevity increase for 25-year employees retroactive to July 1, 2018
  - Increased district contribution to Health & Welfare Benefits by \$60/month for qualifying 10- and 11-month employees, or \$720 annually for qualifying 12-month employees
- Professional Growth – Added two paid work days for 10-month employees to participate in professional development

The contract also includes language that serves both parties better regarding discipline, transfer and grievances.

Per a joint communication in November, NUSD and CSEA negotiated in the spirit of sharing a desire to work together and valuing each other's opinions to solve problems and brainstorm new ideas to benefit students, staff and schools. Those commitments prompted creation of a Joint Leadership Team that will continue meeting in collaboration and partnership.

We're pleased to announce this new three-year labor agreement and look forward to continuing to work together to meet NUSD's vision that, "All NUSD students graduate as college and career ready, productive, responsible, and engaged global citizens."

The Superintendent and CSEA President would like to thank both negotiating teams for all their hard work in reaching this agreement.

Sincerely,



Chris Evans / Superintendent



Pamela Rothwell / CSEA President