

# NUSD-NTA Negotiations Update

May 17, 2019 - Both Parties Request Help from a Mediator

After our 6th (and last scheduled) negotiations session with the NTA bargaining team, the parties were unable to reach an agreement. After it became clear that the parties have significant differences in perspective on several issues, both sides agreed to request help from the Public Employment Relations Board (PERB). PERB provides a state mediator to hopefully secure an agreement for the parties. In fact, seeming to foreshadow today's lack of progress, last week NTA asked that today's session be changed from a full-day to a half-day and also sent out a fact sheet last night sharing their proposals prior to bringing them to the table today. Sadly, we are at impasse.

## Still Unaffordable and Unrealistic - NTA Doesn't Move Much

### **NTA's Salaries & Benefits Proposals Would Lead to Layoffs, Massive Budget Cuts and Larger Class Sizes**

- NTA's team continues to request the equivalent of a 9% increase to ongoing compensation while proposing only a 1-year agreement. Districts statewide in which teachers' unions went on a strike, settled on MUCH lower numbers. LA Unified, after a strike, agreed to a 6% raise over 2 years (3% a year); Oakland Unified agreed to an 11% raise over 4 years (avg 2.75% a year); Sac City Unified had a one-day strike after agreeing to an 11% raise over 3 years (3.67% a year). All 3 districts have begun cuts/reductions or must pass a parcel tax to afford those amounts. NTA leaders have asked for 9% in 1 year (over 3 times the 1-year average settled after the LAUSD and OUSD strikes). If agreed to, this **would return NUSD to massive cuts, increases in class sizes, layoffs and state takeover discussions.**
- NTA's fact sheet last night failed to even acknowledge NUSD's 3.25% cost for compacting the certificated salary schedule and helping teachers advance to maximum pay 8 years faster.

### **NTA proposes limiting NUSD's ability to collaborate on academics**

- In response to NUSD's proposal to create a more collaborative process (Academic Committee) for focusing on curriculum, instructional strategies and other instructional components, which would include members selected by NTA and additional teachers/administrators selected by the District:
  - NTA proposed to remove the District's ability to identify teachers who could add value by sharing their voice and experience on the committee (which would be in addition to the NTA selected teachers), and instead proposed more district administrators. NTA stated they do not want "NTA-selected teachers" to be working with "District-selected teachers".
- NTA leaders proposed Academic Freedom for teachers that could place at-risk programs like IB, AP and CTE as they might not be properly implemented or implemented at all.

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## Realistic and Increased NUSD Teacher Salaries Through Movement in Proposals

### **NUSD proposes at least a 5.25% increase in compensation over 2 years that sets a \$50K a year credential baseline salary and teachers can earn a max \$103K/year (or \$561 a day)**

- By 2020, teachers could reach the highest pay in each salary column 8 years faster than today's salary schedule. A 23-year veteran teacher with a master's degree could earn \$103,000 a year. That is a per diem of \$561/day. That is just \$16 less/day than the most senior elementary principal's current per diem. This equals a 3.25% increase in teacher compensation next year.
- In addition, NUSD proposed last week and again today that:
  - Any staff on the certificated salary schedule who would not see an increase due to compaction or step increase would receive a one-time \$1,000 payment in 2019-2020. - **NEW**
  - Other certificated salary schedules (Nurses, Counselors and Psychologists, Speech and Language Pathologists, Leroy Greene Academy) would receive a 3% salary increase in 2019-2020. - **NEW**
- 2020-2021 would include an across-the-board 2% salary increase for all certificated staff.
- This provides security that if California hits a recession, teachers' compensation is protected. One-year deals DO NOT provide the same financial security and protection when things like the Governor's May budget revision proposes a reduction to the Cost of Living Adjustments (COLA).
- NUSD offers to reduce its agreement from 3 years to 2 years. - **NEW**

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## **NUSD's Hours Proposal = more time for collaboration for TK-8 Teachers**

- NUSD asked for a minimal increase in TK-8 collaboration and staff meeting time (15 minutes per week). A reduction from the request to extend the work day, everyday for elementary grade levels. - **NEW**
- **There would be NO changes to middle school or high school work days. They already have a longer collectively bargained workday than TK-8 teachers.**

### **MANAGEMENT TEAM**

**Angela Herrera,**  
Lead Negotiator,  
Associate Superintendent

**Javetta Cleveland,**  
Deputy Superintendent

**Doug Orr,**  
Associate Superintendent

**David Rodriguez,**  
Assistant Superintendent

**Amreek Singh,**  
Executive Director

**Carley Borrelli,**  
Administrative Assistant

### **NTA TEAM**

**Kristen Rocha,**  
Lead Negotiator,  
NMS Teacher

**Justin Vorhauer,**  
NMS Teacher

**Emilio Moran,**  
NMS Teacher

**Randy Hodge,**  
Heron Teacher

**Lydiana Alfaro,**  
HAH Teacher

**Achim Dangerfield,**  
IHS Teacher

**Mara Harvey,**  
DHS Teacher