

NUSD-NTA Negotiations Update

May 13, 2019 - How Do We Move Forward? Laying Our Cards on the Table

Concerned about our employees entering 2019-2020 without the raises they deserve, Natomas Unified's team provided NTA Leadership with proposals on all 6 articles open for negotiations.

Last week, the Governor's proposed May budget included a reduction in the COLA (Cost of Living Adjustment). **With revenues from the state going backward**, NUSD's negotiations team made one more effort to give money to its teachers, nurses, counselors, psychologists and Speech/Language Pathologists. **We have one more scheduled negotiation session on Friday before the school year ends, and NTA Leadership reduced it from a full-day negotiations to a half-day.**

NUSD's meets NTA leaders in the middle on length of contract.

- NUSD wanted a 3-year contract agreement to provide more guaranteed \$ for staff and stop the year-to-year negotiations and tension. NTA Leadership wanted a 1-year deal. NUSD offered to settle on a 2-year deal - hoping the sides could move forward.

NUSD's offer has all NTA-represented employees receiving increases in 2019-2020, with NUSD contributing at least 5.25% in increases over the next 2 years, setting a \$50K/year baseline salary for credentialed teachers and a max salary of \$103K/year (or \$561/day) for veteran teachers.

- With our initial proposal, by 2020, teachers could reach the highest pay in each salary column 8 years faster than today's salary schedule by "compacting" the salary schedule. **A 23-year veteran teacher with a master's degree could earn \$103,000 a year (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.
- NTA leaders expressed a worry that with a new salary scale in 2019-2020, not every teacher would see an increase in income the first year of the compacted schedule.
 - 253 teachers/NTA staff would see increases due to a new regionally competitive, compacted salary scale (representing a **3.25%** increase in teacher expenditures in 2019-2020)
 - 233 teachers/NTA staff would see a step increase (increase in annual salary)
- To address NTA's worry, NUSD made additional financial concessions:
 - 53 staff on the certificated salary schedule who would not see either of the above would receive a **one-time \$1,000 payment** in 2019-20
 - **52 Counselors, Psychologists, Speech Pathologists and Nurses would get a straight 3% raise**
 - **40 LGA teachers would get a 3% raise** and top salary could reach \$106,000/year (LGA already has more work days)
- **2020-2021 would include an across-the-board 2% salary increase** for all teachers/NTA staff. One-year deals DO NOT provide the same financial security and protection from a potential downturn in the economy and/or decrease in enrollment.

To help make sure this is all affordable, NUSD is reducing \$700,000 or more in Ed Center positions (some of these positions are vacant and will not be backfilled).

NUSD's Hours Proposal

- NUSD, hoping to get a deal, reduced its hours proposal to just adding 15 minutes, once a week at collaboration and staff meeting time at the elementary/K-8 schools. **There would be NO changes to middle school or high school work days. They already have a longer collectively bargained workday than TK-6 teachers.**

NUSD Proposes an Academic Committee

To create a more collaborative process for focusing on curriculum, instructional strategies and other instructional components, NUSD proposed an academic committee with 16 members equally appointed by NTA and NUSD leaders. The committee would explore, analyze, discuss, and debate selection and employment of materials, methods of instruction, and methods of student evaluation in the District as well as be the final place to review recommendations for textbook adoptions, course adoptions and revisions, any addition or subtraction to NUSD assessments, and report cards. The committee would meet regularly, prepare reports for the Board of Trustees to consider and when appropriate,

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include recommendations with relevant data to support those recommendations. The committee's vote tally would also be presented to the Board of Trustees before any decisions requiring Board authority are made.

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

- It is hard to provide an update on NTA Leadership salary/benefit proposal since, in 2 months, NTA Leadership has not presented a counterproposal to NUSD.
- In March, NTA Leadership proposed 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 Leadership has 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.

MANAGEMENT TEAM

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