

NUSD-NTA Negotiations Update

September 9, 2019

It has come to our attention that NTA leadership may be suggesting to staff and families that because we have not yet come to an agreement on a 2019-20 contract, that “teachers are currently working without a contract.” Because we are concerned that this misinformation might create undue anxiety or confusion to staff, we wanted to provide the following information:

You may or may not be aware that at the February 13th Board meeting when NTA publicly sunshined its initial proposal, they explicitly noted in their initial proposal that “absent a final agreement modifying the contract, the existing contract language shall remain in full effect”. If you would like to review the initial proposal for yourself, we have included it on the last page of this communication. It is unclear why NTA leadership would seek to mislead their membership and potentially create anxiety and confusion. We hope this update and the attachment shows the contract ratified by NTA and NUSD in August, 2018 is still in effect.

In keeping with our consistent desire throughout the negotiation process, we will again share our interests:

- We want to provide our teachers with raises - earlier, faster and longer
- We want to provide staff members with security over multiple years as we continue to face multiple signs that a recession is looming in the near future
- We are asking for very little beyond giving teachers raises they deserve. Our biggest request is for 15 minutes per week for staff members at TK-6 and TK-8 sites to afford more time to collaborate with their colleagues, which has been a consistent point of feedback we have received from teachers. No additional time is being proposed for middle school and high school staff who have other structures for weekly collaboration and already work a longer day.
- We must maintain fiscal solvency and positive certification as a district. We cannot agree to requests that immediately require us to make cuts to critical programs, increase class sizes, and begin layoffs. A 7% increase in one year is beyond our means.

As a reminder, here are some examples of what staff members will receive with our last proposal provided to NTA leadership prior to beginning the mediation process.

	2018-2019 Salary	Proposed 2020-2021 Salary	Increase	Other Staff Impacts
More \$ Earlier - 1 st Year Credentialed Teacher	\$45,795	\$50,031	+\$4,236	3% increase in 2019-20 for psychologists, speech and language therapists, nurses, counselors and certificated dependent charter staff, and the across-the-board 2% increase in 2020-21. 5%
If you're a teacher in the middle, you are not forgotten				
13-Year Teacher at Class IV	\$73,650	\$78,533	+\$4,883	
While some people say that 50 is the new 40...in NUSD, 23 is the new 28. Check out the info below:				\$1,000 one-time payment in 2019-20 for any staff on the certificated salary schedule who would not see an increase due to compaction or a step increase, and \$1,000 & 2%
More \$ Faster - 23-Year Teacher w/ Masters	\$91,307	\$103,043	+\$11,736	
You will earn \$71,534 more than the current salary schedule between Years 23 and 30.				

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the across-the-board 2% increase in 2020-21.

We look forward to seeing where the parties can get at tomorrow's scheduled mediation and will continue to focus our efforts on supporting the quality work that certificated staff is engaged in at the classroom level that is leading to exciting achievements for students across the district. If a mediated agreement cannot be reached, both sides will head to Fact Finding.

Natomas Teachers' Association (CTA/NEA)
Initial Bargaining Proposal for Sunshine 2019-2020

NTA exists as a body of members working to promote our students' rights to a quality public education in Natomas. It is our goal to provide the best conditions and environment for both students and teachers. Through our negotiations we will address the student experience by focusing on the resources needed for student success through the District LCAP goals and the Collective Bargaining Agreement articles.

The Natomas Teachers' Association hereby submits the following initial proposal for the 2019-2020 Collective Bargaining Agreement with the Natomas Unified School District. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The Natomas Education Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process.

Article IV Salaries (and all relevant appendices, including LGA schedule)

Article V Hours of Employment

Article VI Health and Welfare Benefits

Article I Agreement

Article IX Evaluation Procedures (and corresponding Appendix C documents)

Article II Recognition

Article XVII Association Rights

NTA proposes to review language in contract articles and memorandums of understandings that may have become obsolete, need updating, be eliminated, or incorporated into the collective bargaining agreement.