

12 August 2019:



Natomas Teachers' Association

NTA Negotiation Team

Please forward feedback to your negotiations team.

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Bargaining Update...

Keep Quality Teachers in Natomas Campaign

Students are the center of everything we do.
As NTA members, we are committed to the success and well-being of every student.

NTA and the District met for the second day of mediation on Monday August 12. The NTA bargaining team is working diligently toward a mutually agreeable outcome. The lack of movement from the district has been frustrating however, NTA is continuing to work toward a settlement being reached in mediation.

Don't let the district's rhetoric about state receivership and bankruptcy fool you. Every other district in our region spends a higher percentage of their funds on teachers and yet none are facing insolvency. This conversation is about priorities. Our goal is to attract and retain teachers in NUSD. The district employs four attorneys and just the cost of one of those could translate to about a 2% salary increase for all members! According to the district salary data, in the last year the Superintendent - who is already paid more per student than any other Superintendent in the region - received a 6.1% salary increase for 27 less days of work per year. Remember - this district has choices in how they spend their money. Sadly, teachers are not their current priority.

If an agreement is not reached in mediation the parties will move to fact finding which is the final step before the imposition of a contract or moving toward a strike. Meetings led by organizing team members will be held at your site in the within the next two weeks. Please watch for upcoming meeting dates and make sure you attend. NTA represents 630 professional educators who deserve a competitive wage. **The district is proposing pay increases which are distributed unevenly among the staff.**

AS WE MOVE FORWARD - STAY ENGAGED - STAY INFORMED - STAY CONNECTED!
YOUR ACTIVE SUPPORT AND YOUR SOLIDARITY ARE NEEDED

Who is Left Out? - What they won't tell you...

Class/step	District Proposal	Increase
Class III/Steps 1-11	No Increase from the 18/19 Schedule	0%
Class IV/Steps 1-15	No Increase from the 18/19 Schedule	0%
Class V/Steps 1-8	No Increase from the 18/19 Schedule	0%

A payoff of 1,000 dollars (pre-tax) is not an ongoing raise!

The NTA proposal includes and raise of 5.18% for ALL members

**Natomas Unified Salary Schedule (with 5.18% + Compression)
Certificated Salary Schedule**

(PROPOSED)
to be Effective July 1, 2019

	Class I	Class II	Class III	Class IV	Class V
Steps					
1	48167	50485	53244	56970	60958
2	48168	50486	53245	56971	60959
3	49712	52108	55020	58870	62991
4	51629	54122	57218	61226	65511
5	53624	56213	59506	63674	68131
6	55697	58392	61888	66219	70855
7	57851	60655	64361	68870	73691
8	57851	63012	66938	71624	76638
9	57851	63012	69614	74488	79702
10	57851	63012	69614	77465	82889
11	57851	63012	69614	77465	86206
12	57851	63012	69614	77465	86206
13	57851	63012	69614	80564	89653
14	57851	63012	69614	80564	89653
15	57851	63012	69614	80564	89653
16	57851	63012	69614	80564	89653
17	57851	63012	69614	83786	93240
18	57851	63012	69614	83786	93240
19	57851	63012	69614	83786	93240
20	57851	63012	69614	83786	93240
21	57851	63012	69614	87137	96970
22	57851	63012	69614	87137	96970
23	57851	63012	69614	90623	100849
24	57851	63012	69614	90623	100849
25	57851	63012	69614	90623	100849
26	57851	63012	69614	90623	100849
27	57851	63012	69614	90623	100849
28	57851	63012	69614	90623	100849

Certificated staff will receive longevity pay in Classes IV and V when they reach Steps 13, 17, 21 and 23
The longevity rate shall be four percent (4%) at each increment, as reflected in the above longevity steps.

It's NOT just the money - There are many other proposals below that NTA members have asked for and the bargaining team will continue to fight for these priorities.

Article:	Priority Proposals and Updates:
Article IV- Salary	<p>Proposal: A 5.18% raise on <u>all</u> current salary schedules, along with a compression (longevity boosts are sooner) that will impact <u>all</u> schedules at a cost of 1.42%. This would increase career earnings and help to keep quality teachers in Natomas. See proposed language and example certificated salary schedule below. Unlimited in-district units applied to the salary schedule: moving more than one column per year: compensation for sub coverage when classes are split among teachers for ½ and full day; recognition of CTE experience.</p> <p>Rationale: Move Natomas out of the bottom of the pack compared to other districts. Keep teachers from leaving our district. A budget is a statement of values. The district is not choosing to value teachers. Teachers should not be the last line item.</p>
Article VI- Health and Benefits	<p>Proposal: Increased monthly district contributions \$25/single; \$50/emp + 1; and \$75/family</p> <p>Rationale: Provide relief to healthcare premium costs (ongoing 0.40% increase)</p>
Article IX- Evaluation Procedures	<p>Proposal: Nurse and Speech Language Hearing Specialist evaluation forms. Ability to attach response to summative evals</p> <p>Rationale: With the support of specialists created relevant evaluation forms for both</p>
Article V- Hours	<p>Proposal: Collaboration agendas are created by teachers, departments or grade level teams. Elementary teachers are compensated for split classrooms when a substitute is not secured. Equitable duty schedules</p> <p>Rationale: Teachers have the ability to determine where they want to focus collaborative meeting time</p> <p>We Reiterate: <i>Teachers continually express the need for quality, self-directed, collaboration time not necessarily more time.</i></p>
Article XVII- Assoc. Rights	<p>Proposal: Clarifying language for membership dues, release time, new employee orientation, employee privacy, academic freedom, and vendor restrictions</p> <p>Rationale: Natomas teachers are treated as professionals and have voice and control over curriculum use.</p>
Article I- Agreement	<p>Proposal: One year agreement; Attaching agreed upon Memorandum of Understanding (MOUs) to appendices</p> <p>Rationale: Continue to have the opportunity to work toward our goals and keep all current agreements</p>