

## 2017–18 National School District Certificated Negotiations

The terms of the 2016-2018 successor agreement allowed for both NCETA and NSD to open up to two articles in addition to salary and benefits for the 2017-18 negotiations.

NSD chose not to make any requests of NCETA. In addition to salary and benefits, NCETA requested to open Article 4– Organizational Security and Association Rights, and Article 8– Leaves.

NCETA <b>requested</b> the following for 2017-18:	To date, NSD has <b>offered</b> the following:
<ul style="list-style-type: none"> <li>• Increase the benefit cap</li> </ul>	<ul style="list-style-type: none"> <li>• An increase to benefit cap from \$12,300 to \$13,000</li> </ul>
<ul style="list-style-type: none"> <li>• Increase of leave days for Association business</li> </ul>	<ul style="list-style-type: none"> <li>• An increase of leave days for Association business- for president by two additional days, and by one additional day for Association purposes</li> </ul>
<ul style="list-style-type: none"> <li>• Revise consultation language and committee make-up</li> </ul>	<ul style="list-style-type: none"> <li>• Offered revised consultation and committee make-up language</li> </ul>
<ul style="list-style-type: none"> <li>• Revise catastrophic leave language</li> </ul>	<ul style="list-style-type: none"> <li>• Accepted nearly all proposed catastrophic leave language</li> </ul>
<ul style="list-style-type: none"> <li>• Raise the hourly rate for extra work</li> </ul>	<ul style="list-style-type: none"> <li>• An increase of the hourly rate for extra work:               <ul style="list-style-type: none"> <li>– From \$20 to \$34 for staff development, committee work, or preparing for reassignment</li> <li>– From \$20 to \$34 for committee work that produces a product including prep time</li> <li>– From \$33 to \$34 for preparing and conducting a workshop presentation</li> <li>– From \$33 to <u>step one, column one</u> on the certificated salary schedule for work with students</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Add workload language to the contract</li> </ul>	<ul style="list-style-type: none"> <li>• Offered side letter for workload language with two (2) per diem discretionary days for 2017-18 and 2018-19</li> </ul>
<ul style="list-style-type: none"> <li>• 6% on schedule raise</li> </ul>	<ul style="list-style-type: none"> <li>• 2% off schedule raise</li> </ul>

Over the course of ten months of negotiations, NSD has incrementally moved toward NCETA’s requests, offering new and enhanced counterproposals at each session, even though it did not request that NCETA negotiate any additional articles in exchange for these concessions.

In addition, NSD recently offered to look ahead to future funding sources, and has proposed an additional 5.07% salary increase out of LCAP funds to compensate teachers for an additional 20 minutes of planning and collaboration time. As this offer includes 2018-19 funding, it would settle negotiations for both 2017-18 and 2018-19.

NSD will continue to bargain in good faith and come prepared with creative solutions at the table for the betterment of the students.