

9:25 am

## Compensation proposal

No change  
from last proposal.

### NCETA to NSD

December 10, 2015

1. NSD and NCETA agree to restructure the certificated teacher salary schedule to a 3% for each step and 3% for each column based on the beginning salary for column I, step 1 (see attached A).
2. After the restructure, the salary schedules for the certificated teachers and the SLP/Psych schedule will be given an 8% increase effective July 1, 2015 (see attached B and C).
3. The preschool teachers Salary schedule will be given a 13% increase (see attached D)
4. In addition, an ERI giving 50% salary annuity to bargaining unit members over a period 3 years will be given if at least 10 certificated unit members on the teacher's or SLP/Psych's salary schedule agree to confirm retirement by March 1, 2016 effective at the end of the 2015-2016 school year. A similar annuity will be offered to the preschool permit teachers in the bargaining unit if at least 2 unit members confirm retirement by March 1, 2016 effective at the end of the 2015-2016 school year.
5. Stipends for Special education assignment, Resource Specialist and Adaptive PE will be raised to \$2,000 annually.
6. Health Benefit contribution shall increase to \$12,000 per bargaining unit member effective December 2015.

# NCETA Proposal to NSD

December 10, 2015

## Article 19 Special Education

q: 31am

No change

### 3. Miscellaneous Provisions

- B. Special Education Special Day Class Teachers **and RSP Teachers** will be allotted a total of ~~five (5)~~ **Ten (10)** early release Thursdays (not Teacher Thursdays) **to be used for collaboration/IEP preparation at the discretion of the Teacher. These days will be scheduled by the teacher who will notify the principal of the date and purpose.**
  
- C. **As per Education Code section 56046, no retaliation, coercion, or intimidation by administrators will result if a unit member gives a dissenting opinion, information or recommendation at an IEP meeting. Teachers may choose to have such dissenting opinions documented in the IEP notes.**
  
- D. **No Special Education Teacher will be required to assist with any students beyond their legal or contractual caseload. No Special Education Teacher will instruct any students that he/she is not properly credentialed to teach.**
  
- E. **SLP unit members shall have a case load limit of 55. Should there be a need to increase case load beyond the case load limit, the SLP shall receive a stipend of \$10.00 per day per student. At no time shall the case load exceed 60.**
  
- F. **Special educators will be given training regarding SBAC accommodations as well as time cards for any extra hours in modifying IEPs for SBAC accommodations. All testing coordinators and LAS teachers assisting with testing will also be trained in the modifications for students with special needs.**

From NCETA

9:30 am  
No change

December 10, 2015

## **National School District Proposal to NCETA for an Early Resignation Incentive Plan (ERI Plan) for Preschool**

### **AGREEMENT**

This Agreement is entered into by and between the National School District (hereinafter "District") and the National City Elementary Teachers Association (hereinafter "Association").

A. The District and the Association agree that the District shall make available a one-time Early Resignation Incentive Plan or "ERI Plan" for eligible preschool employees during the 2015-2016 school year only.

B. To be eligible for this one-time, this school year only ERI Plan, a preschool employee must be at least fifty (50) years of age as of June 30, 2016, and must be an employee of the District with at least ten (10) years of consecutive preschool employment with the District as of June 30, 2016.

C. In order to be effective, a minimum of two (2) eligible preschool employees must submit their voluntary and irrevocable letters of retirement/resignation to the District no later than March 1, 2016, to be effective no later than June 30, 2016. If two (2) or more eligible preschool employees submit such letters of resignation no later than March 1, 2016, the District shall implement the ERI Plan for all those eligible employees who timely filed such letters of resignation with the District.

If less than two (2) eligible preschool employees submit their voluntary and irrevocable letters of resignation no later than March 1, 2016, to be effective no later than March 1, 2016, the District within its discretion may still implement the ERI Plan. If the District chooses within its discretion not to implement the ERI Plan where less than two (2) or more eligible certificated employees submit their letters of resignation no later than March 1, 2016, then those letters of retirement/resignation shall be deemed by the District as automatically withdrawn. Employees who still wish to resign must submit separate, subsequent letters of resignation. They will not receive the ERI Plan.

D. This one-time, this school year only ERI Plan is for each eligible certificated employee who timely files a voluntary and irrevocable letter of resignation to the District, the District shall deposit forty percent (50%) of the employee's annual salary in the employee's name into the San Diego County Office of Education

Fringe Benefit Consortium Deferred Compensation Program, which is a Internal Revenue Code section 403(b) Plan. The District shall contribute twenty-five percent (25%) in 2016 no later than July 15, 2016, and an additional twenty-five percent (25%) in 2017 no later than July 15, 2017.

E. This Agreement is not effective until ratified by the Governing Board of the District.

For The Association: \_\_\_\_\_  
Date

For The District: \_\_\_\_\_  
Date

Ratified by the Governing Board: \_\_\_\_\_  
Date

# NCETA proposal to NSD

December 10, 2015

## Article 15 – Salaries

### 1. Salaries

- A. The 2014 -2015 Salary Schedule for fully credentialed teachers will be realigned to create a schedule with the same beginning salary for step one, column one and be adjusted for a 3% increase for each column and 3% increase for every salary advancement in the steps. The resulting schedule will receive an additional 8% increase for the 15-16 school year retroactive to July 1, 2015. See attached schedules.
- B. The Salary Schedule for School Psychologists and SLP bargaining unit members of NCETA will receive an 8% increase above the 2014-20-15 schedule in the current contract effective July 1, 2015. See attached schedule.
- C. The Salary Schedule for Preschool Teachers of NCETA will receive a 13% increase above the 2014-2015 schedule in the current contract effective July 1, 2015. See attached schedule.

### 3. Salary Schedule Conditions

#### B. Added Stipend

- 2. Beginning the 2015 – 2016 school year Resource Specialist Program teachers, SDC teachers, APE and OT teachers shall receive an additional stipend of Two Thousand dollars (\$2000.00) annually.

9:25 am

## **NCETA proposal to NSD**

December 10, 2015

### **Article 14 Health and Welfare Benefits**

Effective December 1, 2015 the District's annual maximum contribution per eligible full-time employee to pay insurance premiums for employee selected medical, dental, vision care and life insurance premiums shall be \$12,000. Pro rata amounts of \$12,000 will apply to bargaining unit members who work at least 50% as described in the current contract.

9:25am

## Preschool Teachers Salary Schedule 2015-2016

	Class I (permit)	Class II (Bachelor's)
Annual	35,379.53	38,891.84
Hourly	32.61	35.85
Daily	195.47	214.87
Monthly	2,948.29	3,240.99

	A	B	C	D	E
5			<b>Column</b>	<b>Column</b>	<b>Column</b>
6	<b>Sched Chg %</b>		<b>1</b>	<b>2</b>	<b>3</b>
7	#REF!		BA plus 60 or MA plus 15	BA plus 75 or MA plus 30	BA plus 90 or MA plus 45
8	<b>Column Titles</b>				
9					
10			<b>Salary</b>	<b>Salary</b>	<b>Salary</b>
11	<b>STEP</b>	<b>1</b>	62,696	64,910	67,127
12	<b>STEP</b>	<b>2</b>	64,910	67,127	69,344
13	<b>STEP</b>	<b>3</b>	67,127	69,344	71,560
14	<b>STEP</b>	<b>4</b>	69,344	71,560	73,775
15	<b>STEP</b>	<b>5</b>	71,560	73,775	75,993
16	<b>STEP</b>	<b>6</b>	73,775	75,993	78,208
17	<b>STEP</b>	<b>7</b>	75,993	78,208	80,423
18	<b>STEP</b>	<b>8</b>	78,208	80,423	82,642
19	<b>STEP</b>	<b>9</b>	80,423	82,642	84,860
20	<b>STEP</b>	<b>10</b>	82,642	84,860	87,073
21	<b>STEP</b>	<b>11</b>	84,860	87,073	89,289
22	<b>STEP</b>	<b>12</b>	87,073	89,289	91,511
23	<b>STEP</b>	<b>13</b>	89,289	91,511	93,727
24	<b>STEP</b>	<b>14</b>	93,002	95,261	97,519
25	<b>STEP</b>	<b>17</b>	95,261	97,519	99,778
26		<b>20</b>	97,519	99,778	102,042
27		<b>23</b>	99,778	102,042	104,295
28		<b>26</b>	102,042	104,295	106,552

	A	B	C	D	E	F	G	H	I	J
5			Column	Column	Column	Column	Column	Column	Column	
6	Sched Chg %		1	2	3	4	5	6	7	
7	#REF!									
8	Column Titles		BA+CRED	BA+15	BA+30	BA+45 OR MA	BA+60 OR MA+15	BA+75 OR MA+30	BA+90 OR MA+45	
9										
10			Salary	Salary	Salary	Salary	Salary	Salary	Salary	
11	STEP	1	49,138	50,612	52,130	53,694	55,305	56,964	58,673	
12	STEP	2	49,138	50,612	52,130	55,305	56,964	58,673	60,433	
13	STEP	3	49,138	50,612	53,694	56,964	58,673	60,433	62,246	
14	STEP	4	49,138	52,130	55,305	58,673	60,433	62,246	64,114	
15	STEP	5	50,612	53,694	56,964	60,433	62,246	64,114	66,037	
16	STEP	6	52,130	55,305	58,673	62,246	64,114	66,037	68,018	
17	STEP	7	53,694	56,964	60,433	64,114	66,037	68,018	70,059	
18	STEP	8	55,305	58,673	62,246	66,037	68,018	70,059	72,161	
19	STEP	9	56,964	60,433	64,114	68,018	70,059	72,161	74,325	
20	STEP	10	58,673	62,246	66,037	70,059	72,161	74,325	76,555	
21	STEP	11	58,673	62,246	68,018	72,161	74,325	76,555	78,852	
22	STEP	12	58,673	62,246	70,059	74,325	76,555	78,852	81,217	
23	STEP	13	58,673	62,246	70,059	74,325	78,852	81,217	83,654	
24	STEP	14	58,673	62,246	70,059	74,325	81,217	83,654	86,163	
25	STEP	15	58,673	62,246	70,059	74,325	81,217	83,654	86,163	
26	STEP	16	58,673	62,246	70,059	74,325	81,217	83,654	86,163	
27	STEP	17	60,434	64,114	72,161	76,555	83,654	86,163	88,748	
28	STEP	18	60,434	64,114	72,161	76,555	83,654	86,163	88,748	
29	STEP	19	60,434	64,114	72,161	76,555	83,654	86,163	88,748	
30	STEP	20	62,247	66,037	74,325	78,852	86,163	88,748	91,411	
31	STEP	21	62,247	66,037	74,325	78,852	86,163	88,748	91,411	
32	STEP	22	62,247	66,037	74,325	78,852	86,163	88,748	91,411	
33	STEP	23	64,114	68,018	76,555	81,217	88,748	91,411	94,153	
34	STEP	24	64,114	68,018	76,555	81,217	88,748	91,411	94,153	
35	STEP	25	64,114	68,018	76,555	81,217	88,748	91,411	94,153	
36	STEP	26	66,038	70,059	78,852	83,654	91,411	94,153	96,978	
37										
38										8%

9:25 am

	A	B	C	D	E	F	G	H	I	J	K	
2	<b>PRIOR YEAR SCHEDULE</b>											
3		3788221	National Elementary (C)			Days						
4	%Chg Over PY	2015-2016				185						
5	1.50%	Column	Column	Column	Column	Column	Column	Column	Column			
6	Effective Date	1	2	3	4	5	6	7				
7	7/1/2016											
8	Column Titles	BA+CRED	BA+15	BA+30	BA+45 OR MA	BA+60 OR MA+15	BA+75 OR MA+30	BA+90 OR MA+45				
9												
10		Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary			
11	STEP	1	45,498	46,863	48,269	49,717	51,208	52,745	54,327			
12	STEP	2	45,498	46,863	48,269	51,208	52,745	54,327	55,957			
13	STEP	3	45,498	46,863	49,717	52,745	54,327	55,957	57,636			
14	STEP	4	45,498	48,269	51,208	54,327	55,957	57,636	59,365			
15	STEP	5	46,863	49,717	52,745	55,957	57,636	59,365	61,146			
16	STEP	6	48,269	51,208	54,327	57,636	59,365	61,146	62,980			
17	STEP	7	49,717	52,745	55,957	59,365	61,146	62,980	64,869			
18	STEP	8	51,208	54,327	57,636	61,146	62,980	64,869	66,815			
19	STEP	9	52,745	55,957	59,365	62,980	64,869	66,815	68,820			
20	STEP	10	54,327	57,636	61,146	64,869	66,815	68,820	70,884			
21	STEP	11	54,327	57,636	62,980	66,815	68,820	70,884	73,011			
22	STEP	12	54,327	57,636	64,869	68,820	70,884	73,011	75,201			
23	STEP	13	54,327	57,636	64,869	68,820	73,011	75,201	77,457			
24	STEP	14	54,327	57,636	64,869	68,820	75,201	77,457	79,781			
25	STEP	15	54,327	57,636	64,869	68,820	75,201	77,457	79,781			
26	STEP	16	54,327	57,636	64,869	68,820	75,201	77,457	79,781			
27	STEP	17	55,957	59,365	66,815	70,884	77,457	79,781	82,174			
28	STEP	18	55,957	59,365	66,815	70,884	77,457	79,781	82,174			
29	STEP	19	55,957	59,365	66,815	70,884	77,457	79,781	82,174			
30	STEP	20	57,636	61,146	68,820	73,011	79,781	82,174	84,640			
31	STEP	21	57,636	61,146	68,820	73,011	79,781	82,174	84,640			
32	STEP	22	57,636	61,146	68,820	73,011	79,781	82,174	84,640			
33	STEP	23	59,365	62,980	70,884	75,201	82,174	84,640	87,179			
34	STEP	24	59,365	62,980	70,884	75,201	82,174	84,640	87,179			
35	STEP	25	59,365	62,980	70,884	75,201	82,174	84,640	87,179			
36	STEP	26	61,146	64,869	73,011	77,457	84,640	87,179	89,794			
37												
38												
39												
40											3% by 3%	

11:34am

## **NCETA proposal to NSD**

December 10, 2015

### **Article 14 Health and Welfare Benefits**

Effective December 1, 2015 the District's annual maximum contribution per eligible full-time employee to pay insurance premiums for employee selected medical, dental, vision care and life insurance premiums shall be \$11,900. Pro rata amounts of \$11,900 will apply to bargaining unit members who work at least 50% as described in the current contract.