

## Compensation proposal

### NCETA to NSD

December 17, 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 a 6.5% 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 17, 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 6.5% 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 a 6.5% increase above the 2015-2016 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.



A	B	C	D	E	F	G	H	I	J
		Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	
5	Sched Chg %								
6	#REF!								
7	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	
8		Salary	Salary	Salary	Salary	Salary	Salary	Salary	
9									
10	STEP 1	48,455	49,909	51,406	52,948	54,537	56,173	57,858	
11	STEP 2	48,455	49,909	51,406	52,948	54,537	56,173	57,858	
12	STEP 3	48,455	49,909	52,948	56,173	57,858	59,594	61,382	
13	STEP 4	48,455	51,406	54,537	57,858	59,594	61,382	63,223	
14	STEP 5	49,909	52,948	56,173	59,594	61,382	63,223	65,120	
15	STEP 6	51,406	54,537	57,858	61,382	63,223	65,120	67,074	
16	STEP 7	52,948	56,173	59,594	63,223	65,120	67,074	69,086	
17	STEP 8	54,537	57,858	61,382	65,120	67,074	69,086	71,158	
18	STEP 9	56,173	59,594	63,223	67,074	69,086	71,158	73,293	
19	STEP 10	57,858	61,382	65,120	69,086	71,158	73,293	75,492	
20	STEP 11	57,858	61,382	67,074	71,158	73,293	75,492	77,757	
21	STEP 12	57,858	61,382	69,086	73,293	75,492	77,757	80,089	
22	STEP 13	57,858	61,382	69,086	73,293	77,757	80,089	82,492	
23	STEP 14	57,858	61,382	69,086	73,293	80,089	82,492	84,967	
24	STEP 15	57,858	61,382	69,086	73,293	80,089	82,492	84,967	
25	STEP 16	57,858	61,382	69,086	73,293	80,089	82,492	84,967	
26	STEP 17	57,858	61,382	69,086	73,293	80,089	82,492	84,967	
27	STEP 18	59,594	63,223	71,158	75,492	82,492	84,967	87,516	
28	STEP 19	59,594	63,223	71,158	75,492	82,492	84,967	87,516	
29	STEP 20	59,594	63,223	71,158	75,492	82,492	84,967	87,516	
30	STEP 21	61,382	65,120	73,293	77,757	84,967	87,516	90,141	
31	STEP 22	61,382	65,120	73,293	77,757	84,967	87,516	90,141	
32	STEP 23	61,382	65,120	73,293	77,757	84,967	87,516	90,141	
33	STEP 24	63,224	67,074	75,492	80,089	87,516	90,141	92,845	
34	STEP 25	63,224	67,074	75,492	80,089	87,516	90,141	92,845	
35	STEP 26	63,224	67,074	75,492	80,089	87,516	90,141	92,845	
36	STEP 26	65,120	69,086	77,757	82,492	90,141	92,845	95,631	
37									
38									6.5%

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NCETA to NSD  
December 17, 2015  
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

December 17, 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

December 17, 2015

**Memorandum of Understanding Between National School District and NCETA for an Early Retirement/Resignation Incentive Plan (ERI Plan)**

AGREEMENT

This **Memorandum of Understanding** 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 Retirement/Resignation Incentive Plan or "ERI Plan" for eligible certificated employees during the 2015-2016 school year only.

B. To be eligible for this one-time, this school year only ERI Plan, a certificated employee must be at least fifty (50) years of age as of June 30, 2016, and must be a permanent certificated employee of the District with at least ten (10) years of consecutive full-time certificated employment with the District as of June 30, 2016. Certificated employees who have already retired from the District, but who continue to work for the District, are not eligible. Preschool teachers are not eligible. Those eligible employees aged 55-65 who agree to this retirement incentive plan and are eligible for the district paid medical insurance program in Article 14 will receive the benefits as described in that article.

C. In order to be effective, a minimum of ten (10) eligible certificated employees must submit their voluntary and irrevocable letters of resignation to the District no later than March 1, 2016, to be effective no later than June 30, 2016. If ten (10) or more eligible certificated employees submit such letters of retirement/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 retirement/resignation with the District.

If less than ten (10) eligible certificated employees submit their voluntary and irrevocable letters of retirement/resignation no later than March 1, 2016, to be effective no later than June 30, 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 ten (10) or more eligible certificated employees submit their letters of retirement/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 retirement/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 retirement/resignation to the District, the District shall deposit fifty 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 Memorandum of Understanding** 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 17, 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.

# NCETA Proposal to NSD

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December 17, 2015

## Article 19 Special Education

### 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.** ~~mutual agreement by the principal and teacher.~~

~~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. Special Ed Resource Binder will be reviewed by NCETA prior to distribution to all Bargaining Unit members servicing students with special needs .~~

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.**