PACKAGE PROPOSAL
FROM THE NATIONAL SCHOOL DISTRICT
TO THE NATIONAL CITY ELEMENTARY TEACHERS ASSOCIATION

This settles all negotiations for 2015-2016 School Year.

May 10, 2016

MAJOR PROVISIONS:

Article 15 Salaries:

- Effective July 1, 2015 all bargaining unit members will receive a **1.5%** salary increase.
- **Salary Schedule**: The District will adopt the NCETA salary schedule restructure proposal from February 10, 2016. This salary schedule equates to approximately a **3% cost**. This salary schedule will be effective July 1, 2015.

- Article 15 (B)2 Resource Specialists and Special Education Teachers shall receive an additional two thousand, five hundred dollars ($2,500) per year. This stipend does not include psychologists and speech-language pathologists.
- Effective July 1, 2016 Impact Teachers will be paid $150.00 a day.

Article 14 Health and Welfare: Effective January 1, 2016 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.**

OTHER PROVISIONS:

- **Article 19 Special Education: No changes to Article 19 except for the following:**

  3. Miscellaneous Provisions

  B. Special Education Special Day Class teachers **and RSP Teachers** will be allotted a total of five (5) early release Thursdays (not Teacher Thursdays) for collaboration.

  C. When there are revisions to the Special Education Rescource Binder the district will provide a copy of the binder to be reviewed by NCETA, prior to distribution to all Bargaining Unit members who service students with special needs.

- **D. Special Educators will be provided training regarding SBAC accommodations for students with special needs.**

NCETA Salary Restructure Proposal

	A	B	C	D	E	F	G	H	I
3		3768221	National Elementary (C)		Incrs %	Incrs $			
4			2015-2016		8.00%				
5			Column	Column	Column	Column	Column	Column	Column
6			1	2	3	4	5	6	7
7			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	*Column Titles*								
9									
10			Salary	Salary	Salary	Salary	Salary	Salary	Salary
11	STEP	1	0%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
12	STEP	2	0%	0%	0%	3.00%	3.00%	3.00%	3.00%
13	STEP	3	0%	0%	3.00%	3.00%	3.00%	3.00%	3.00%
14	STEP	4	0%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
15	STEP	5	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
16	STEP	6	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
17	STEP	7	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
18	STEP	8	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
19	STEP	9	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
20	STEP	10	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
21	STEP	11	0%	0%	3.00%	3.00%	3.00%	3.00%	3.00%
22	STEP	12	0%	0%	3.00%	3.00%	3.00%	3.00%	3.00%
23	STEP	13	0%	0%	0%	0%	3.00%	3.00%	3.00%
24	STEP	14	0%	0%	0%	0%	3.00%	3.00%	3.00%
25	STEP	15	0%	0%	0%	0%	0%	0%	0%
26	STEP	16	0%	0%	0%	0%	0%	0%	0%
27	STEP	17	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
28	STEP	18	0%	0%	0%	0%	0%	0%	0%
29	STEP	19	0%	0%	0%	0%	0%	0%	0%
30	STEP	20	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
31	STEP	21	0%	0%	0%	0%	0%	0%	0%
32	STEP	22	0%	0%	0%	0%	0%	0%	0%
33	STEP	23	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
34	STEP	24	0%	0%	0%	0%	0%	0%	0%
35	STEP	25	0%	0%	0%	0%	0%	0%	0%
36	STEP	26	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

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1/29/14

NCETA Salary Restructure Proposal without additional salary increase included.

	A	B	C	D	E	F	G	H	I	J	K
2	PRIOR YEAR SCHEDULE										
3		3768221	National Elementary (C)								
4	%Chg Over PY		2015-2016			Days					
5	1.50%		Column	Column	Column	185					
6	Effective Date		1	2	3	Column	Column	Column	Column		
7	7/1/2016					4	5	6	7		
8	Column		BA+CRED	BA+15	BA+30	BA+45 OR	BA+60 OR	BA+75 OR	BA+90 OR		
9	Titles					MA	MA+15	MA+30	MA+45		
10			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%

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Counter Proposal from
The National School District to
The National City Elementary Teachers Association

February 17, 2016

Memorandum of Understanding
Between
The National School District
And
National City Elementary Teachers Association/NCETA

This Side Letter of Agreement (hereinafter "Agreement") is entered into by and between the National School District (hereinafter "District") and the National City Elementary Teachers Association (hereinafter "Association"). The District and the Association agree as follows regarding the implementation of Common Core units of study developed through Rigorous Curriculum Design:

1. During the 2016-2017 school year, teachers will be provided with Rigorous Curriculum Design (RCD) units at least two weeks prior to teaching the unit to be able to plan, prepare and collaborate on the unit.

2. For the 2016-2017 school year, if there is a need at a grade level to acquire additional materials to implement RCD units, the grade level can submit a written proposal to the site principal. The principal will make the final determination.

This Agreement does not establish a precedent or an established practice in any way. It only applies to the 2016-2017 school year and will end June 30, 2017. It also does not provide for any interpretation of any provision in the 2013-2016 Agreement between the District and the Association.

This Agreement must be ratified by the Governing Board of the District.

For the National School District

_____

Date: _____

For the NCETA

_____

Date: _____

Governing Board Approval Date: _____

Counter Proposal From
The National School District to
The National City Elementary Teachers Association

February 17, 2016

Adopted:

NATIONAL SCHOOL DISTRICT
JOB DESCRIPTION

JOB TITLE: **DISTRICT RESOURCE TEACHER**

Job Purpose Statement/s:

- Under the immediate supervision of the Education Services Department the District Resource Teacher provides support for the implementation of District educational programs through developing, implementing, and supporting the California State Standards and/or Educational Technology, provides professional development, support to school sites, and development of curricular units of study.

Essential Job Functions:

- Provide professional learning and resources in support of District goals.
- Support the on-going development/revision, formatting, review, and implementation of curricular units of study through professional learning with principals, teachers, and support personnel and/or parents.
- Provide instructional modeling/support to the school site staff and/or parents in Common Core English-Language Arts and/or Math State Standards and/or Educational Technology and District Curriculum.
- Support the implementation of the District data management system and student achievement data through reports to instructional committees, leadership, and the Governing Board.
- Provide professional development assistance to leadership teams as requested by site administration to address issues related to Program Improvement status.
- Provide ongoing support to school sites for Response to Intervention (RtI).
- Provide professional learning and assistance at District Advisory Council, District English Learner Advisory Council, Local Control Accountability Plan Committee, Curriculum Consultation Committee, and other applicable advisory councils or committees.
- Assist in the communication of District initiatives to stakeholders.
- Assist with the development and implementation of appropriate surveys to stakeholders.
- Facilitation of and/or participation in applicable District committees.
- Attend and participate in professional development opportunities.

[Type here]

Other Job Functions:

- Assist other personnel as may be required for the purpose of supporting them in the completion of their work activities.

Job Requirement-Qualifications

- Knowledge and/or Abilities Required:
  Current TK-6 research based instructional practices and strategies; Common Core Standards; English Language Development; data-teams; adult learning theory; Education Code and Board Policy.

  Abilities of strong interpersonal skills using tact, patience and courtesy; communicate clearly and concisely, orally and in writing; work collaboratively with peers, administrators and other stakeholders; utilize instructional technology and software. Significant physical abilities include standing/walking for prolonged periods.

- Experience Required: At least three (3) years of successful teaching and instructional leadership experience.

- Education Required: Bachelors Degree required; Masters Degree preferred.

- Licenses, Certifications, Bonding and/or Testing Required:
  Appropriate valid California Teaching Credential
  Valid California Driver's License
  DOJ Fingerprint Clearance

Local Control Funding Formula (LCFF)
Key Components

- **Base Grant** – 2014-15 Revenue Limit per Child plus most state categorical programs

+ **Supplemental Grant** - 20% of Base Grant for English Language (EL) Learners, Students of Poverty (free-and-reduced meals), and Foster Youth (Included in Students of Poverty)

+ **Concentration Grant** - 50% of Base Grant for EL Learners and Students of Poverty in excess of 55% of total number of students

=Total LCFF Target

Local Control Funding Formula (LCFF)
Key Components

- **Base Grant**
  - K-3 - $7,820 ($737 K-3 CSR 24:1)
  - 4-6 - $7,189
- **Supplemental Grant (20% of Base)**
- **Concentration Grant (50% of Base above 55%)**
- These are at full implementation – 8 years
- We are in year 3 of this process

FCMAT Calculator
Estimated Dollar Impact on NSD Budget

	87.57% EL / Students of Poverty
Base Grant	$ 40,589,522
Supplemental Grant	$ 7,108,848
Concentration Grant	$ 6,610,004
Transportation	$ 205,698
Total LCFF Target	$ 54,514,072
2014-15 Adjusted Base	$ 42,086,069
LCFF Funding Gap	$ 12,428,003
Implementation Gap %	51.97%
LCFF Growth Funding	$ 5,380,170
LCFF Phase-in Entitlement	$ 48,545,902

Note: 8 Year implementation period to fully fund LCFF, Year 3 of LCFF
Figures are from the FY2015-16 2nd Interim Budget Report

LCFF Growth Funding

$5,380,170 LCFF Growth Funding

↓

New General Fund Unrestricted Monies

↓

Subject to Proportionality Calculation and the Local Control Accountability Plan (LCAP)

Proportionality

	87.57% EL / Students of Poverty
Base Grant	$ 40,589,522
Supplemental Grant	$ 7,108,848
Concentration Grant	$ 6,610,004
Transportation	$ 205,698
Total LCFF Target	$ 54,514,072

$5,380,170 LCFF Growth Funding

LCFF New Revenue Proportionality

$5,380,170
LCFF Growth Funding

$1,374,120
Base Funding
(Unrestricted)

$4,006,050
Supplemental / Concentration
(LCAP)

LCAP monies are for supplemental programs and services for the children generating the funds.

LCAP Summary of New Expenses

1. $ 300,000 Library Media Techs
2. $ 700,000 Common Core Implementation
3. $ 150,000 District Resource Teachers Common Core
4. $ 200,000 New Wheel Training, Materials, Coordinator
5. $ 400,000 Utilities
6. $ 915,000 Maintain High Quality Staff
7. $ 30,000 3rd Grade Swim
8. $ 200,000 Dist. Resource Teachers Parent Engagement
9. $ 481,590 IT Director / District Resource Teachers
10. $ 800,000 Technology and Training

$4,176,590 Based Upon Adopted Budget FCMAT Calculator

Givens – Expenses

Regular Teachers Salaries	19,471,780
SLP Salaries	1,458,794
Total Salaries	20,930,574
Statutory Benefits	
STRS	10.73%
Worker's Comp	2.06%
SUI	0.05%
MediCare	1.45%
Total Statutory Benefits	14.29%
Cost of Salaries and Statutory Benefits	23,921,553

Givens – Expenses

Cost of Salaries and Statutory Benefits	23,921,553
Cost of 1% NCETA	239,216
STRS Increases (10.73%-8.88%)	442,549
PERS Increases	
Step-and-Column (District Wide - 1.8%)	430,588
	873,137

LCFF New Revenue Proportionality

$5,380,170
LCFF Growth Funding

$1,374,120
Base Funding
(Unrestricted)

$4,006,050
Supplemental / Concentration
(LCAP)

LCAP monies are for supplemental programs and services for the children generating the funds.