After NCETA’s historic vote, authorizing not only a strike over 17-18 reopeners, but the 18-19 successor agreement if necessary, you might be wondering where things stand in bargaining.

Of course, you have already received the retroactive salary and benefits compensation on your last paycheck, and should feel proud of what we achieved during that round of negotiations! **We stood united and demanded NSD negotiate a better deal!**

Thankfully, NSD’s behavior at the table has significantly improved. We have seen movement in most areas, and are cautiously optimistic that a new day is dawning in NSD. Yet, we must remember that on June 30th, our contract ended. **Currently, we are working under an expired agreement, and we must remain resolved to fight for the successor agreement as strongly as we did during reopeners.**

One of the continuing issues on the table is the teacher salary schedule. **Even with the percentage increase we won last year, and the restructure from 2016 (which provided improvements for teachers at the beginning and end of their careers), our mid-career benchmarks are among the LOWEST in the county.** This means that many teachers are earning between $5,000-$8,000 less each year than those teaching in surrounding districts. Click [HERE](#) to see a comparison of NSD salary schedule benchmarks with neighboring districts.

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ISSUES IN BARGAINING #7

Where Things Stand

If NSD is going to attract and retain the best teachers for NSD students, this problem MUST be fixed. It is not possible to fix this problem with a straight percent increase; a restructure is required.

NCETA has proposed a salary schedule restructure that will move all NSD teachers into the top 20 for San Diego County in nearly all salary benchmarks. Click HERE to see the salary schedule proposal. NCETA has also insisted that, along with a restructure, all bargaining unit members must see an additional salary increase. The actual cost of the restructure will determine what other increases are possible.

Another area of concern that remains an issue in bargaining is new contract language addressing the SPED Inclusion model. You may recall that last spring NCETA filed an unfair labor practice (ULP) asserting that the NSD reneged on an MOU to develop a joint task force to determine how to best move forward with any inclusion plans. PERB (the entity responsible for adjudicating ULPs) issued a charge against the District last week. In addition, we have language on the table to ensure members impacted by changes in NSD’s SPED policies will have the necessary tools and support to help our students succeed.

Our team meets with the District on Tuesday, 8/28/18. Wear your NCETA red to show you remain #NCETAStrong!

Support our endorsed candidates
Meet & Greet Tues., Aug 28th 3:30 -4:30
Olivewood Clubhouse
RSVP HERE

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