

2019/2020 Negotiations District Offer

Date: December 3, 2019

Time: 3:30 pm

Option 1: One-year deal would reflect the district's offer presented on October 22, 2019 at 3:10 pm

Option 2: Two-year deal as specified below (no changes from district offer provided on 11/19/19 at 2:00 pm:

Certificated

Wages (19/20): 3.0% retro to July 1, 2019

No increase to the health/welfare benefits cap

Column F, Rows 22-24 percentage increase changed to 1.20% (see attached)

Extra Duty Assignments: Add stipend for XCountry Stipend (\$600)

Extra Duty Assignments: Add stipend for 2 (two) STEM Leadership (\$600)

Wages (20/21): 2.5% increase

No increase to the health/welfare benefits cap

NCCEA and NCCESD will work jointly on cost neutral contract language to make it compliant with California law. Contract language would be ratified for the 20/21-22/23 years) Compensation articles would be open for negotiations during the 21/22 and 22/23 years.

Classified

Wages (19/20): 3.5% retro to July 1, 2019

No increase to the health/welfare benefits cap

Classified longevity: Steps 20+ will be 3% of step 19

Wages (20/21): 3.75% increase

No increase to the health/welfare benefits cap

NCCEA and NCCESD will work jointly on cost neutral contract language to make it compliant with California law. Contract language would be ratified for the 20/21-22/23 years) Compensation articles would be open for negotiations during the 21/22 and 22/23 years.