

Tentative
**2019/2020 Negotiations
NCCEA Counter Offer**

Date: December 3, 2019

Time: 3:30⁴³

Certificated

Wages (19/20)

- 3.0% on schedule retroactive July 1, 2019
- Column F (as shown in the districts offer) Rows 22-24 percentage increase changed to 1.20%
- Extra Duty Assignment: Add stipend for XCountry (\$600)
- Extra Duty Assignment: Add stipend for STEM Leadership (2 people-\$600 each)

Wages (20/21)

- 2.5% increase
- Insurance Benefit: \$496 increase 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.

Classified

(Wages 19/20)

- 3.5% on schedule retroactive July 1, 2019
- Classified longevity: Steps 20+ will be 3% of step 19

(Wages 20/21)

- 3.75% increase

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.

Karen Kutz
Cindy Wellhite
Jane Doe