

Negotiations Update

October 22, 2025

NUSD's team concluded its 14th session with NTA leadership regarding NTA's collective bargaining agreement today. The contract that is currently posted on the district's website is still in full effect until a successor agreement is reached, even though the date indicates that it was through June 30, 2025. While we did not reach any tentative agreements in today's session, we have reached tentative agreement on 7 of 14 articles and appendices over the course of our 14 sessions together since we began in February.

Each of the parties exchanged all seven articles that are still outstanding. During negotiations, we increased the amount we have offered in our salaries and health and welfare proposals since our initial offer. NTA has not made any movement on either proposal since their initial offer despite multiple conversations around what the district can agree to while remaining fiscally solvent.

For context, school districts are required by the state to project their budget for not only the current year, but also two additional years. Based upon NTA leadership's proposal for increase to certificated staff salaries, we would not meet our fiscal obligations, including board- and state-mandated reserve levels, by the end of the second year. This would put us in qualified status with the state (as opposed to positive status), because we may not be able to meet our financial obligations in the next two years.

If we were to fully fund benefits, we would have to certify as negative, meaning we would not meet our financial obligations as early as 2026-2027. If all members took advantage of fully-funded benefits NTA is proposing, this could cost NUSD approximately \$19 million more per year, and the district's cost would continue to increase as the cost of health plans typically increase every year. Other districts who have fully-funded benefits have been experiencing significant budget deficits (unable to meet their financial obligations) and have repeatedly faced the threat of being taken over by the state. This leads to things like cutting programs for students, deferring much-needed repairs to facilities, and ultimately laying off valued staff members. NUSD does not intend to be in this position with any financial proposal it offers or accepts.

Our budget projection accounts for a modest increase in NUSD's contribution toward the monthly cost of health care, and we also proposed a one-time payment this school year with a range of \$1,000 to \$2,000 per member depending on their level of benefits.

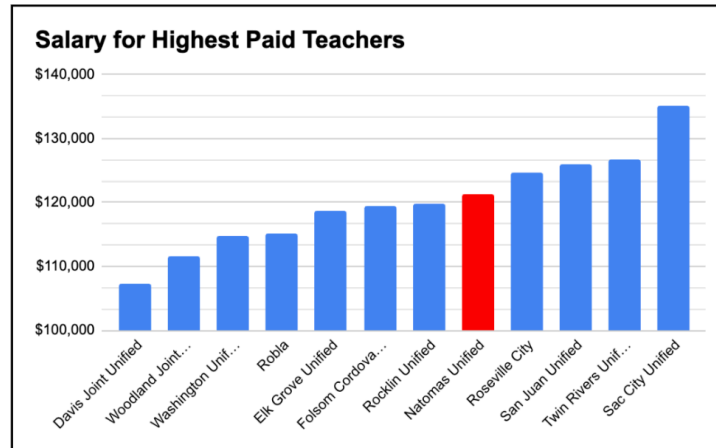
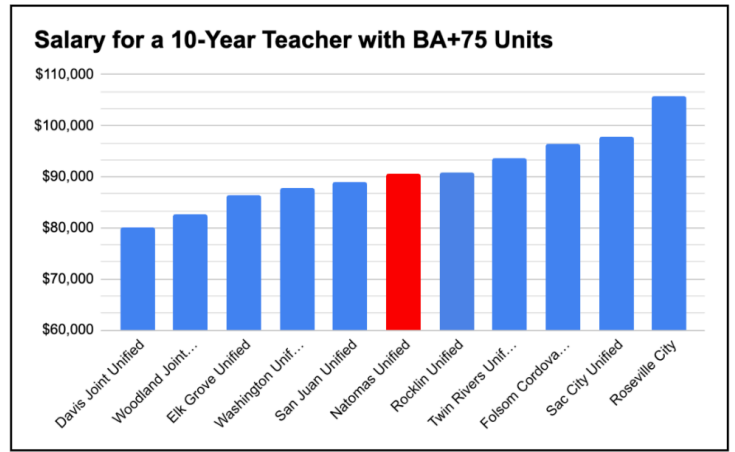
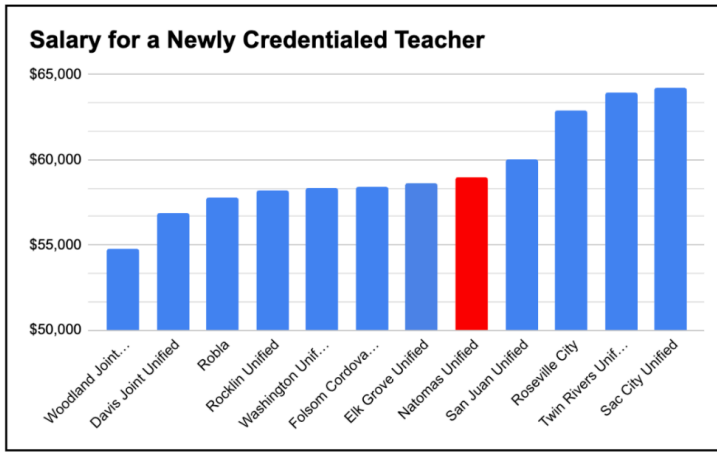
The chart below demonstrates that the District's proposal for both salaries and health & welfare is the only proposal that meets required reserves in 2027-28. In fact, fully-funded benefits would cause NUSD to plummet into significant financial peril by the end of 2026-27 and even drop below our required reserves by the end of this school year.

Proposed Health & Welfare (H&W) Increase	Proposed Salary Increase	Reserves			
		25-26	26-27	27-28	28-29
At NUSD Proposed H&W increase	2.2% (NUSD)	17.85%	15.01%	12.15%	10.48%
At NUSD Proposed H&W increase	4.5% + 4% (NTA)	16.63%	10.76%	5.31%	1.00%
At NTA Proposed Fully Funded H&W	2.2% (NUSD)	8.26%	-2.56%	-12.86%	-22.16%
At NTA Proposed Fully Funded H&W	4.5% + 4% (NTA)	7.23%	-6.02%	-18.53%	-30.07%

*Chart assumes COLA for out years is fully funded

State-Mandated Reserve for Economic Uncertainty: 3%—Board-Mandated Reserve: 6%—Total Reserve Required: 9%

In addition, we have had conversations with NTA leadership about NUSD's placement with comparable districts throughout the Sacramento region to address NTA's statement that NUSD is the lowest paying district. The tables below show that we are solidly in the middle of 12 districts compared. The charts below demonstrate three levels of salary—beginning teacher, mid-career teacher, and highest paid teacher.



This information is based upon current, publicly available salary schedules for each district listed.

The district's multiyear proposal demonstrates a continued interest to come together with NTA leadership on important issues for our staff, and to secure an agreement that will allow us to focus all our energy on student needs for the remainder of any agreement we reach. We are set to return to the negotiations table on October 29th. We will continue to update our community on any new developments.

