



Negotiations Update

November 3, 2025

Hello NUSD community. As I shared in our recent video update regarding negotiations with NTA's leadership team, I understand that there are often many opportunities for confusion or differing perspectives, and intended or not, there can be misinformation floating around. I want to take this opportunity to provide some clarity on two issues where we have heard misinformation.

One example is related to a statement about management receiving 15-20% raises this year. This is absolutely not factual. Our managers receive raises in a manner similar to other employee groups. While our managers are not represented by a union, once negotiations have concluded with our labor partners for NTA and CSEA, we will typically apply an equal raise to our management salary schedule in order to remain competitive, and provide a path to promotions for certificated and classified staff. As you can see in this chart, our certificated staff have received 19% in ongoing raises between 2020 and 2024. Our managers have received 16% during that same time period.

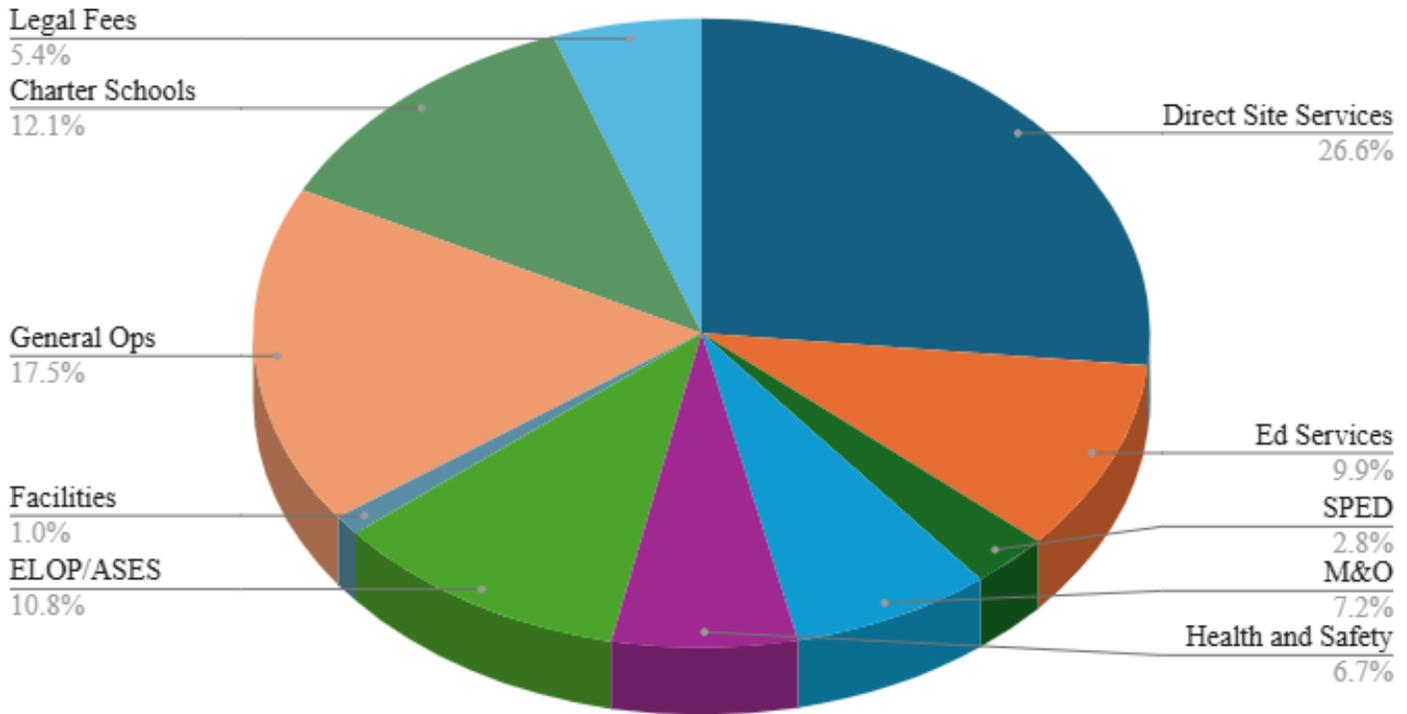
Year	20-21	20-21 (1-1-21)	21-22	21-22 (addl)	22-23	23-24	24-25	TOTAL
NTA	2.00%	1.00%	1.00%	1.00%	5.50%	5.00%	3.50%	19.00%
Management	0%	0%	2.00%	0%	5.50%	5.00%	3.50%	16.00%

Previously, the few contracted managers we have did not historically have their salaries represented on the management salary schedule. Assembly Bill 1997 enacted last year requires that, effective January 1, 2026, districts publish the annualized rate of pay for contracted management positions on a public salary schedule. To meet this requirement, the district reviewed comparable management positions and salaries in neighboring districts to ensure alignment for our contracted management positions, and we provided each employee with placement on a salary schedule that is now reflected in their contracts. Now, these positions have an annualized salary schedule to meet the new law, as they were taken to the Board for approval in August.

Another example of information that may be misrepresented is how much money NUSD pays to what NTA leadership is referring to as consultants. In NUSD, the category that NTA leadership frequently refers to as the budget for "consultants" covers a wide range of professional services for the district. There is a perception that consultants only provide training and professional development to teachers, or pay for contractors who fill vacant certificated staff positions. However, this money that NTA leadership has called out actually includes things such as services to meet fire and safety requirements, heating/air conditioning services, routine and preventative pest control, needed classroom repairs, vital health services for our students, LEAP after-school program services, staff training to implement state-required curriculum and assessments, and general district operations. Without allocating funding for these areas, we would not be able to provide these necessary services for our students and staff.

Represented here is a pie chart which shows how approximately \$21 million is allocated for these services. As you can see, what is typically referred to as a consultant makes up less than 10% of the total bucket, found in the Ed Services section of the pie chart. Additionally, we have provided a brief description of the types of services included in each of these areas that I want to highlight briefly as well. As you can see, there are many services we utilize that are either direct services to students, which make up a little over 25% of the pie, or vital services that allow our district to function.





Direct Site Services	Services that directly enhance student programs and school-based operations. Allocated funds support initiatives such as mentoring and enrichment programs, college and career readiness, athletics, student transportation, early learning and preschool services, Associated Student Body (ASB) activities, and nutrition services, and software platforms that provide access to curriculum.
Ed Services	Services that strengthen instructional quality and support educator growth. Funds are directed toward professional development, instructional coaching, and curriculum support to enhance teaching practices, promote effective implementation of state standards, and improve student learning outcomes.
SPED	In addition to other special education funds, this is specifically used for services to students including board-adopted curriculum and other trainings.
M&O	Services dedicated to the repair, restoration, and replacement of major facility components that extend beyond routine maintenance.
Health and Safety	Services that protect the physical well-being of students, staff, and district operations. Funds support campus security and safety initiatives, cybersecurity measures to safeguard district data and technology systems.
ELOP/ASES	Services that provide after-school care and enrichment opportunities for students.
Facilities	Services related to the planning, improvement, and management of district facilities.
General Operations	Services that support the overall operations of the district across multiple departments that are not able to be supported by district staff directly. This includes software platforms required for basic functionality, meeting legal requirements, and keeping sites in basic working order.
Charter Schools	This reflects direct services to charter schools through their own fund which is held in our account.

I hope that this has been a helpful message. As we continue to move through this negotiations process, now with the help of a third party, I remain hopeful that we can come to agreement on the remaining articles in a way where we can offer competitive compensation in the region while remaining fiscally solvent, but most importantly keeping the best interests of our students at the center of all we do.

Dr. Robyn Castillo
Superintendent