

# What Families Should Know

## 1. An Independent Party Reviewed the Facts

California law requires a neutral fact-finding process during negotiations. A third-party reviewed the District's finances and the NTA proposals and concluded that the District's offer is reasonable within Natomas Unified's budget.

## 2. NTA Demands Would Lead to Cuts Impacting Students

The independent fact finding report confirmed that accepting NTA's demands would require significant cuts to staffing and programs, including athletics, student supports, college and career pathways, and academic enrichment opportunities for our students.

## 3. District Reserves Cannot Sustain NTA Demands

The District's reserve provides stability in times of crisis or to address unexpected, one-time expenses. Like a savings account, it is not an ongoing revenue source. The reserve would be depleted in roughly six weeks simply to meet payroll.

## 4. The District Made a Strong Offer to Support Educators

The District is offering a 4% raise to teachers over the next two years as well as a fully-funded health benefit option that costs employees \$0 out of pocket, and costs the District up to \$30,000 per employee each year.

## 5. The District and NTA Have Signed Agreements Related to Special Education and Safety

There are no ongoing deliberations relative to special education or safety items. The District and NTA have also completed negotiations over the majority of items related to class sizes.