

| Natomas Unified Tentative Agreement Proposal Cost: \$22 million | Twin Rivers Proposal Proposal Cost: \$22 million |
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| Teacher Salary without increases: <ul style="list-style-type: none"> • BA-30 Step 1: \$58,973 • BA-60 Step 10: \$81,318 • MAX: \$121,338 | Teacher Salary without increases: <ul style="list-style-type: none"> • BA-30 Step 1: \$63,947 • BA-60 Step 10: \$90,443 • MAX: \$124,659 |
| 3.25% Salary Increase 2025-2026 | 2.5% Salary Increase 2025-2026 |
| 2% Salary Increase 2026-2027 | 2.21% Salary Increase 2026-2027 |
| Benefits: <ul style="list-style-type: none"> • 85% benefit coverage based on Kaiser HMO plan cost for all tiers and applicable to all plans – Effective April 1, 2026 <ul style="list-style-type: none"> ○ Family: \$2,583/mo. ○ Employee +1: \$1,987/mo. ○ Employee Only: \$994/mo. • 90% benefit coverage based on Kaiser HMO plan cost for all tiers and applicable to all plans – Effective January 1, 2027 <ul style="list-style-type: none"> ○ Family: \$2,735/mo. ○ Employee +1: \$2,104/mo. ○ Employee Only: \$1,052/mo. • 100% benefit coverage based on Kaiser HMO plan cost for all tiers and applicable to all plans – Effective January 1, 2028 <ul style="list-style-type: none"> ○ Family: \$3,039/mo. ○ Employee +1: \$2,338/mo. ○ Employee Only: \$1,169/mo. | Benefits: <ul style="list-style-type: none"> • 100% benefit coverage based on Kaiser HMO plan cost for all tiers and applicable to all plans – Effective July 1, 2025 <ul style="list-style-type: none"> ○ Family: \$3,072/mo. ○ Employee +1: \$2,363/mo. ○ Employee Only: \$1,182/mo. • 100% benefit coverage based on Kaiser HMO plan cost for all tiers and applicable to all plans – Effective July 1, 2026 <ul style="list-style-type: none"> ○ Family: \$3,348/mo. ○ Employee +1: \$2,576/mo. ○ Employee Only: \$1,288/mo. • 2027-2028: District contributions equal to 2026-2027 Kaiser HMO plan costs: <ul style="list-style-type: none"> ○ Family: \$3,348/mo. ○ Employee +1: \$2,576/mo. ○ Employee Only: \$1,288/mo. |
| Extra Duty/Hourly Rate: <ul style="list-style-type: none"> • Increased from \$50 to \$60 | Extra Duty/Hourly Rate: <ul style="list-style-type: none"> • Status Quo Language: <ul style="list-style-type: none"> ○ \$60/hr. for instructional ○ \$40/hr. for non-instructional |
| Caseload Overages: <ul style="list-style-type: none"> • SLPs: \$15/day each student over caseload • SDC teachers receive caseload and class size overages | Class Size Overages: <ul style="list-style-type: none"> • Increase all class size overages from \$80 to \$240/per student based on overage payment dates |
| Prep Time: <ul style="list-style-type: none"> • 1st - 3rd grades: increased 60 to 90 minutes a week • TK: increased 45 to 60 minutes a week | Prep Time: <ul style="list-style-type: none"> • Status Quo Language: TK-6 grades receive 90 minutes per week |
| | Twin Rivers Additional Proposals: <ul style="list-style-type: none"> • 6th Period Stipends paid at 20% of FTE • Additional Shortened Days for Grading • Bereavement Days for nieces and nephews • Increase in Induction/Mentor Teacher compensation \$1,500 to \$2,000 per employee supported • Move SLPs to salary schedule with increased salary and days |