



*Empowering Every Child Every Day*

**Newhall School District**

**Negotiations Proposals for NESP 2025-2026**

<b>ARTICLE I:</b>	Recognition
<b>ARTICLE IV:</b>	Definitions
<b>ARTICLE VI:</b>	Salary
<b>ARTICLE VII:</b>	Employee Benefits
<b>ARTICLE XI:</b>	Leaves

Classified Holiday Calendar for 2026-2027

*The District and NESP reserve the right to open other articles after the commencement of negotiations only upon mutual agreement of both parties.*

The District negotiates using “Core Values” which management and the Members of the Governing Board defined based on the Newhall School District’s goals.

Core Values are those beliefs that are central to the mission of the organization. They are stable over time and all members of the organization rely on them for guidance and decision-making. They are used to help the organization achieve its vision and mission.

***The Core Values of the Newhall School District are:***

***Fiscal Responsibility***

***Program Integrity***

***A Quality and Safe Learning and Working Environment***

***Curriculum and Instructional Continuity***

***Fair and Equitable Compensation for All Employees***

We are committed to positive negotiations with employee representatives. To enable this, we believe in providing you information in order to make informed decisions. The District negotiations proposal can also be accessed at [www.newhallschooldistrict.com](http://www.newhallschooldistrict.com)