Travis Unified School District's

NEGOTIATIONS NEWS

Issue #3

TUSD's Negotiations with CSEA — October 10, 2023

The Travis Unified School District is committed to providing community members, employees and other interested individuals with factual information about the District's current negotiations with the California School Employees Association.

TUSD and CSEA Teams Reach Comprehensive Tentative Agreement after Three Sessions

After three (3) negotiations sessions, the District and CSEA bargaining teams reached a comprehensive tentative agreement (TA) on all issues raised during 2023-2024 reopener negotiations.

More details will be shared in the days and weeks ahead and the complete TA is subject to a ratification vote by CSEA members and then approval by the Governing Board.

Below is a summary of key parts of the TA:

MOU – SCIL and SDC Preschool

- Increased the duty day by 30 minutes for Paras who work within these programs

2024-2025 Calendar

- Reached agreement on 13 staff calendars

Job Descriptions

- Warehouse and Purchasing Lead
  - Updated Lead Storekeeper job description
  - Range increase from 17 to 18
- Special Education Office Clerk
  - New job description following Reclassification Panel recommendation
- Temporary Vehicle Driver
  - New job description to reflect transportation needs
- Transportation Dispatcher
  - Updated job description following Reclassification Panel's recommendation
- Bus Driver / Instructor
  - New job description to reflect transportation needs
- Health Care Specialist
  - Updated job description following Reclassification Panel's recommendation
  - Range increase from 17 to 18
- Bus Assistant
  - Updated job description to reflect transportation needs
- Accounting Payroll Technician
  - Updated job description to reflect current needs
  - Range increase from 18 to 20
- Purchasing / Payroll Technician
  - Range increase from 18 to 20
- Food Service Worker
  - Range increase from 8 to 10

Article 10 – Safety Conditions of Employment

- A list of District Safety Committee members to be posted at a prominent location at all work sites along with certain contact information

Article 16 – Vacation

- Clarified that staff who worked less than 15 days in August 2023 were paid the appropriate vacation amount

Article 17 – Pay and Allowances

- 2023-2024 Salary increase based on 86.15% of 2023-2024 COLA, effective July 1, 2023
- 3% one-time off schedule payment to those employed as of October 2023
- Additional increase in salary possible if the general fund surplus is more than expected as described in detail in the TA
- Added clarification about the reclassification process and required documentation

Article 18 – Fringe Benefits

- Increased the annual contribution from $7,400 to $8,400 for one year while the District and partners explore health provider

options and opportunities for cost savings for employees and the District

Please Note: As a result of the TA, a number of employees will experience range increases. While some unit members will remain on their current step, others will move to a higher step. None, however, will be moved to a lower step as the result of the salary increases, range changes or reclassifications negotiated as part of this TA.

Appreciation and Next Steps

We would like to acknowledge each of the bargaining team members for their time and effort during negotiations. The comprehensive TA furthers the best interests of our employees, students and community.

The District team will recommend that the Governing Board approve the TA at the November 14, 2023 Board meeting.

Before that meeting, CSEA will move forward with its ratification process. Upon ratification by the membership and approval by the Governing Board, the District will begin processing the salary increases first, followed by processing any retroactive pay and the 3% one-time off schedule payments. The District expects this to be completed no later than January 31, 2024.

We are pleased to have reached agreement with CSEA and appreciate all the important work classified employees do each day for students and countless others.

Team Members

District Team:

Deanna Brownlee, Director, Special Education
Tracey Canady, Supervisor, Operations, Grounds & Maintenance
Diane Johnson, Assistant Principal, Vanden
Tanya LaBass, Principal, Center
Gabe Moulaison, Chief Business Officer
Mary Peacock, Transportation Supervisor
Vincent Ruiz, Assistant Supt., Human Resources
Jonathan Pearl, Attorney, DWK

CSEA Team:

Nadine Patterson, President
Rashell Cacdac, Para Educator III
Larry Hogue, Lead Custodian
Dawn Lundholm, Food Service
Tim Montgomery, Library/Media Technician
Michael Rosenquist, Bus Driver
Shawana Grace, CSEA Labor Relations Representative