Travis Unified School District's

NEGOTIATIONS NEWS

Issue #2

TUSD's Negotiations with CSEA — September 14, 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.

Second Session, September 13, 2023

Since our first bargaining session on May 22, 2023, The District and CSEA have continued to correspond via email. The teams met for our second in-person bargaining session this past Wednesday. These negotiations are focused on a limited number of issues including Salary and Fringe Benefits for 2023-2024.

After team introductions and a review of our meeting norms, we reviewed our Tentative Agreements and outstanding items. Both teams spent significant time sharing language and asking clarifying questions.

Tentative Agreements

We have reached agreement on the following articles:

Article 5 – Association Rights
- Maintain status quo

Article 10 – Safety Conditions of Employment
- Agree to post a list of District Safety Committee members and work email in a prominent location at all work sites

Article 16 – Vacation
- Staff who worked less than 15 days in August 2023 were paid the appropriate vacation

Article 17 – Pay and Allowance
- 86.15% of 2023-2024 COLA, 3% one-time off schedule payment to those employed as of October 2023 and an increase in salary if the general fund surplus is more than expected.

Article 17.16 – Reclassification
- Agreed to language to clarify the process and required documentation

Article 18 – Fringe Benefits
- Increase annual contribution from $7,400 to $8,400 for one year while the District and partners explore alternative health providers with more reasonable prices for employees

Additional Items

MOU regarding SCIL and SDC Preschool: The District proposed language for an MOU that would increase the duty day by 30 minutes for Paraeducators who support students in the SCIL and SDC Preschool programs. This proposal is a direct result of changes to the preschool program in coordination with the Solano County Special Education Local Plan Area (SELPA). CSEA will respond to the District after further conversation with their members.

2024-2025 Calendar

CSEA has asked the District to provide copies of all employee calendars (approximately 12 different versions) for those who work less than 12 months prior to agreement. The District is committed to providing this information in a timely fashion.

Job Descriptions

The District provided CSEA with a number of job descriptions to be approved and/or updated. CSEA has asked the District for additional information related to these job descriptions.

Next Session

The District team looks forward to working with CSEA and continuing good faith and constructive negotiations for 2023-2024. We will meet again on October 2, 2023.

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