Travis Unified School District's

NEGOTIATIONS NEWS

Issue #4

TUSD's Negotiations with CSEA — November 20, 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's Update on Negotiations with CSEA

On October 9, 2023, the District's and CSEA's bargaining teams reached a Tentative Agreement ("TA") on all outstanding issues. The teams planned to present the TA to CSEA members first in October for ratification, and then to the Board for approval on November 14.

Unfortunately, on October 18, CSEA members did not ratify the Tentative Agreement. As a result, the District removed the TA from the November 14, 2023 Board meeting agenda. Soon after October 18, the District repeatedly asked CSEA for an update and dates for a meeting to resume negotiations.

Several weeks later, on November 1, 2023, CSEA offered the District several dates to meet. The District chose one of the meeting dates offered by CSEA. The District also asked CSEA to share its proposal prior to meeting.

On November 14, 2023, during CSEA's report to the Governing Board, CSEA informed everyone that they would not be able to meet on the date previously offered by CSEA.

On November 16, 2023, CSEA sent the District team new proposals, which amended the language of the prior TA and split the single TA into three separate documents. CSEA believes that its members should vote on each document separately, not as one overall TA. Tentative agreements are not ratified in this manner. Based on CSEA's construct, members could ratify one part of the overall TA and reject other parts of the TA. Again, tentative agreements are not ratified in this manner.

On November 20, 2023, the District offered CSEA two dates to bargain. Any resulting TA, however, must be reduced to a single document and overall agreement. This is well-accepted bargaining practice. We await CSEA's response to the offered dated in early December.

We will continue to bargain in good faith with CSEA and strongly believe that all outstanding should be resolved soon so that employees are able to receive the benefits of the negotiated agreement as soon as possible.

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