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Travis Unified School District's

NEGOTIATIONS NEWS

Issue #1

TUSD's Negotiations with CSEA — May 25, 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.

First Session, May 22, 2023

The teams met for their first bargaining session this past Monday. 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 ground rules, the District team shared its interest in dropping two of its proposals (Article 11 and Article 13) with the hope that this would help the teams expedite and complete negotiations ASAP. This would also allow the teams to focus on Salary and Fringe Benefits for 2023-2024. The District team shared that negotiations with TUTA have already been completed.

District Presents a Written Salary and Benefits Proposal to CSEA

Salary. The District proposed an ongoing salary schedule increase of 86.15% of 2023-2024 COLA (once finalized), effective July 1, 2023. Based on the current estimated COLA, the District's proposal equates to a salary schedule increase in excess of seven percent (7%) The District also proposed a three percent (3%) one-time off schedule payment for all unit members employed by the District as of October 2023. Lastly, the District proposed to increase the ongoing salary schedule increase if the general fund surplus is more than expected at the end of the fiscal year. The same proposal was agreed to with TUTA.

Fringe Benefits. The District proposed to increase the District's annual contribution to employee benefits from $7,400 to $8,400 for one year while the District and partners explore alternative health provider options with more reasonable prices for employees. The same proposal was agreed to with TUTA.

The District also proposed to review certain job descriptions and to explore the reclassification process.

District Asks CSEA to Meet in Early June

The District offered to meet again with CSEA during the week of June 5, 2023, to complete negotiations and to hopefully enable the District to provide negotiated salary increases as soon as possible. CSEA responded that it would not negotiate in early June because some of its 7 team members would not be in paid status after June 2, 2023. CSEA asked the District to pay those unit members to negotiate outside their work year, but recognized the District was not legally obligated to do so. The District declined CSEA's request.

CSEA Discusses Training and Safety Interests with District Team.

Although no written proposals were provided by CSEA, CSEA described its interests regarding safety and training with the District team. CSEA agreed to provide written proposals on these two issues at the next session and to respond to the District's salary and benefits proposals.

Next Session?

At the end of the session, the District team again offered to meet with CSEA in early June. It is

unclear whether CSEA will meet with the District team in June or next school year.

The District team looks forward to working with CSEA and continuing good faith and constructive negotiations for 2023-2024.

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 OfficerMary 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
Debra Mott, Special Education Clerk
Michael Rosenquist, Bus Driver
Shawana Grace, CSEA Labor Relations Representative