Travis Unified School District's

NEGOTIATIONS NEWS

Issue #1

TUSD Negotiations with TUTA **March 23, 2023**

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

Last week, the teams started "2023-2024 reopener negotiations." These reopener negotiations are focused on a limited number of Articles in the contract.

First In-Person Bargaining Session in 3 Years

This was the first time, in more than 3 years, that the teams have negotiated *in-person*. Team members shared how pleased they were to be negotiating and working together again in-person.

Team Members

There are new and returning members on each team.

TUTA Team Members:

Mark Nowag, President
Aron Hale, Social Science, Vanden & Negotiations Chair
Phil Endicott, Social Science, Golden West
Erika Fisher, Teacher, Center
Lori Garcia, Teacher, Travis
Andrew Miller, Social Science, Vanden
Ashely Mourlot, Special Education, Cambridge

District Team Members:

Deanna Brownlee, Director, Special Education
Gabe Moulaison, Chief Business Officer
Susan Nader, Principal, Cambridge
Vincent Ruiz, Assistant Supt., Human Resources
Kristin Shields, Principal, Vanden

Preparation Time

Both teams spoke to the importance of and need for preparation and planning time. TUTA proposed to increase preparation/planning time for general education elementary teachers-- from 120 minutes (K-3) and 150 minutes every 10 days to 150 minutes every 5 days (300 minutes every 10 days). TUTA also proposed increases for elementary special education teachers-- from 120 minutes (K-3) and 150 minutes every 10 days to 300 minutes every 5 days (600 minutes every 10 days) plus 5 flex days of unassigned time for elementary special education teachers.

The District team pointed out that the amount of additional preparation time TUTA proposed would be costly and impact instructional time for students.

The District proposed a number of different ideas related to hours and preparation time:

- Flexibility for staff, who have a scheduled prep period after a minimum day school day, to schedule their prep time before or after the instructional day, but during the duty day;
- More preparation and planning time (paid at per diem based on hourly timesheet submission) for elementary special education teachers performing extra case management duties;
- Remove graduation ceremony as required adjunct duty for all unit members and adjust adjunct duty expectations—up to four (4) duties or up to twelve (12) hours, whichever comes first;
- Allow for possibility of fewer district-wide grade-level common planning days (up to 3 days)

- Align middle and high school common planning day contract language (based on Vanden) to promote consistency, greater collaboration and more opportunities for professional development across schools and departments; and,
- Increase amount of arts instruction and/or arts programs offered at the elementary level (per Proposition 28), subject to available staffing, which would allow for more preparation/planning time for staff.

Secondary Class Size

TUTA proposed to decrease secondary PE class size from 51 to 45 students per class period. The District proposed to increase electives class size by 2 students per class period (from 30 to 32), and to decrease secondary PE class size by 2 students (51 to 49).

The District explained the importance of any decrease to PE class size corresponding with increase to electives class size.

Salary and Benefits

The District team presented information about the District's budget, current and projected student enrollment and education finance. Currently, the proposed COLA for 2023-2024 is 8.13%.

If 8.13% ends up being the COLA, the District proposed a 6.13% salary schedule increase effective July 1, 2023, plus a 2% one-time off-schedule payment for a total of 8.13%. The District also proposed to increase or decrease the salary schedule percentage based on the final COLA.

As for benefits, the District is open to allocating a portion of the salary schedule percentage to benefits.

TUTA proposed an 8.13% salary schedule increase effective July 1, 2023, and an increase to the District's monthly contribution to benefits (from $575 to $700).

Both teams are interested in working together to identify other health benefits plans and options that promote TUSD and TUTA's interests in providing high quality and affordable benefits for unit members.

Session Ended Soon After a Late Lunch

The first session ended soon after the teams returned from a late lunch. There is a lot of good work to be done and both teams felt good about the day, the interaction between the teams and the sharing of proposals and ideas. At the next session, it is TUTA's turn to respond to the District's latest proposals.

Next Sessions

The teams will meet again on April 5, 2023 and April 26, 2023.