TRAVIS UNIFIED SCHOOL DISTRICT
Reaching beyond the boundaries to build a community of learners.

*Travis Unified School District's*

# NEGOTIATIONS NEWS

**Issue #2**

**TUSD Negotiations with TUTA** **April 11, 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.

2023-2024 reopener negotiations continued on April 5th, the teams' second bargaining session. These reopener negotiations are focused on a limited number of Articles in the contract.

**Team Members**

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
Kristyn Andrews, Principal, Foxboro
Vincent Ruiz, Assistant Supt., Human Resources
Kristin Shields, Principal, Vanden

**Preparation Time**

TUTA's preparation time proposals remained largely unchanged, and
in response, the District team shared concerns about the cost of TUTA's preparation time proposals and the resulting loss of instructional time for students.

The District responded with some ideas shared at the prior session, AND a new idea to increase special education teacher preparation and planning time and their compensation by moving TK-6 special education teachers from a 6.75 to a 7.25 hour work day.

As for other hours issues, the teams seem to share an interest in aligning 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.

Both teams also seem interested in using Proposition 28 funding to increase the amount of arts instruction and/or arts programs offered at the elementary level, subject to available staffing, which would also provide staff with more preparation/planning time for staff.

Both teams seem interested in removing the graduation ceremony as a required adjunct duty, removing other duties, and adjusting the adjunct duty requirement to ten (10) hours.

The teams also seem to agree that there should be fewer District-wide grade-level common planning days (up to 3 days).

The District team is hopeful that some agreements will be reduced to written tentative agreements at the next session.

**Secondary Class Size**

TUTA proposed to decrease secondary PE class size from 51 to 48 students per class period and no change to elective class size. The District proposed to increase electives class size by 1 students per class period (from 30 to 31), and to decrease secondary PE class size by 2 students (51 to 49).

The District explained that in order to create more options for students and greater staffing efficiency a

decrease to PE class size must be accompanied by an increase to electives class size.

**Salary and Benefits**

The District proposed a salary increase of 80% of COLA, effective July 1, 2023, ongoing. The District also proposed to increase that ongoing salary increase if the general fund surplus is more than expected at the end of the fiscal year.

The District also proposed, in addition to the ongoing salary schedule amounts described above, a 3% one-time off schedule payment.

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

**Next Session**

The teams will meet again on April 26, 2023. Both teams have "homework" to do and will be prepared to respond to the latest proposals shared during the second session.