



Negotiations Update

March 1, 2024

This document serves as an update regarding our negotiations between Turlock Federation of Classified Employees (TFCE) and Turlock Unified School District (District). The purpose of this summary is to share substantive proposals related to the Collective Bargaining Agreement between the aforementioned parties. Please note that negotiations resulted in a Tentative Agreement on our first session together.

The District Presented the Following Initial Proposals:

Article 1: Agreement

- 1.1.2 – Proposed language changing the effective year of the contract.

Article 9: Leaves of Absence

- 9.1 – Proposed language to define when an employee is required to fill out a District absence form to occur on the day they return to work.
- 9.8 – Suggested adding language to add step siblings, and half siblings, as qualifying for bereavement leave. Additionally, proposed granting two (2) days of bereavement for a former spouse with whom the employee shares biological children with.
- 1.13 – Proposed language to align catastrophic leave with requirements outlined in Education Code 44043.5.
- 1.15 – Proposed language referencing new provisions for reproductive loss leave to be consistent with Government Code 12945.6

Appendix B – Updated to reflect holidays for the upcoming school year.

Appendix C – Proposed adding “Safety” and “Attendance” as evaluative measure on our evaluation form.

Appendix D – Proposed a new form that would allow supervisors to waive an evaluation by mutual agreement of an employee pursuant to Article 12, 1.2.

TFCE Presented the Following Initial Proposals:

Article 6: Hours of Work

- 6.3 – Proposed language to clarify lunch period time usage to have to occur after 4 hours on duty.

Article 7: Salaries and Benefits

- 7.1 – Proposed an 8.22% increase in salary schedules.

- 7.13 – Proposed language to change the accumulation of vacation leave for members to occur sooner and end at a higher accumulation rate based on years of service.

Article 11: Disciplinary Action

- 8.2 – Proposed language to better define progressive discipline steps.
- 8.3 – Proposed language to define insubordination and suggested removal of repetitive language.

Article 12: Evaluation Procedures

- 8.2 – Proposed language to have a probationary employee who is promoted, and does not succeed in the new position, to return to their former position and be evaluated based on their number of days from which they left the position with.

TFCE Tentatively Agreed to the Following: Article 1: Agreement, Appendix B, Appendix C, Appendix D

TFCE Countered the Following Proposals:

Article 9: Leaves of Absence

- 9.8 – Agreed to all language, but proposed offering five (5) days of bereavement leave from four (4) days.

District Countered the Following Proposals:

Article 6: Hours of Work

- 6.3 – Countered to language to clarify lunch period time usage.

Article 7: Salaries and Benefits

- 7.1 – Countered with an 6.0% increase in salary schedules.
- 7.3 – Proposed language to reflect how the District issue paychecks in accordance with District practices.
- 7.4 – Proposed language to note that District will recover overpayments in accordance with Ed Code 44042.5.
- 7.13 – Rejected language to change the accumulation of vacation leave but agreed to negotiate it as a cost off of the total compensation offered.
- 7.18 – Proposed language to reflect that Payroll Deduction is not a leave type, but rather a request process.

Article 11: Disciplinary Action

- 8.2 – Countered with language for progressive discipline steps that aligned to District practices.
- 8.3 – Countered language to define insubordination and suggested adding in violation of Ed Code, District Practices, and policies as just cause for discipline.

Article 12: Evaluation Procedures

- 8.2 – Countered language to have a probationary employee who is promoted and does not make permanent status be allowed to return, rather than mandated to return, to their former classification.

District Countered the Following Proposal:

Article 9: Leaves of Absence

- 9.8 – Rejected language of offering five (5) days of bereavement leave, but countered by adding language making it clear that members could take additional personal necessity leave if needed.

TFCE Tentatively Agreed to the Following: Article 6: Hours of Work, Article 11: Disciplinary Action, Article 12: Evaluation Procedures

TFCE Countered the Following Proposals:

Article 7: Salaries and Benefits

- 7.1 – Countered with an 6.5% increase in salary schedules

District Tentatively Agreed to the Following: Article 7: Salaries and Benefits

The parties entered into a Tentative Agreement at 3:30 pm.