

Tracy Unified School District
Tracy Educators Association
TENTATIVE AGREEMENT
February 26, 2024

This is a tentative agreement between the Tracy Unified School District (“TUSD”) and Tracy Educators Association (“TEA”) (together referred to as “parties”) reached on February 26, 2024.

1. This Tentative Agreement completes reopener negotiations for the 2023-2024 school year. There will be no additional reopener negotiations for the 2023-2024 school year.
2. The parties previously reached Tentative Agreements on the following for the 2023-2024 year:

ARTICLE VI – HOURS —

C.1-Tentative Agreement signed on 10/04/23 (See attached)

C.2- Tentative Agreement signed on 5/12/23 (See attached)

ARTICLE VII – DUTIES –

Section K --Tentative Agreement signed on 10/04/23 (See attached)

F.2 Supervision -- Both Parties agree to Status quo 10/4/23 (See attached)

ARTICLE XII – CLASS SIZE --

Opened by TEA as part of their Sunshine Proposal. TEA pulled this Reopener on 8/23/23

ARTICLE XIII – SALARIES (COMPENSATION) –

Tentative Agreement signed on 2/13/24 (See attached)

ARTICLE XIV – FRINGE BENEFITS –

Tentative Agreement signed on 2/13/24 (See attached)

ARTICLE XVII – EVALUATIONS –

Tentative Agreement signed on 6/21/24, C.1b 6/21/24 (See attached)

ARTICLE XVIII – SAFETY—

Tentative Agreement signed on 6/7/23 (See attached)

ARTICLE XXII – BEREAVEMENT LEAVE –

Tentative Agreement signed on 6/7/23 (See attached)

ARTICLE XXXI – SICK LEAVE –

Both Parties agree to Status Quo. 9/7/23 (See attached)

ARTICLE XXXVI – PAR --

Tentative Agreement signed on 4/5/23 (See attached)

ARTICLE XL – DURATION AND PROCEDURE

Tentative Agreement signed on 2/26/24 (See attached)

APPENDIX A & B-

Tentative Agreement signed on 10/31/23 (See attached)

APPENDIX F, SECTION C.—

Tentative Agreement signed on 3/15/23 (See attached)

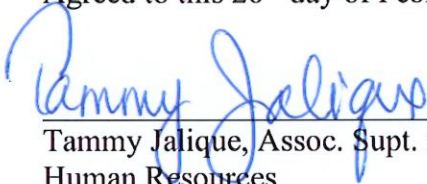
Tentative Agreement signed on 4/5/23 (See attached)

APPENDIX I – SPECIAL EDUCATION –


In Addition, Appendix I has been updated to reflect the above TA's

3. This Agreement and the attached Tentative Agreements are subject to ratification by TEA and the District's Governing Board of Trustees and shall become effective upon ratification.

Agreed to this 26th day of February, 2024, in Tracy California.



Tammy Jalique, Assoc. Supt. for
Human Resources



Miyoko Masuda, TEA Representative

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

ARTICLE VI
HOURS, C 1

C. MEETINGS

1. Early release Mondays are held for the purpose of district and site staff development, grade level meetings, curricular planning, site improvement plans, inter-site collaboration, etc. ~~No more than two (2) meeting days held by the District or site administration each month shall extend more than one hour beyond the contracted day for which unit members shall not be compensated. The time may be extended by mutual consent, but no unit member will be required to stay beyond the one (1) hour.~~ On all early release Mondays, the District and sites will set the agenda with input from the teachers. Each Monday's designation will be set and made available to unit members prior to the first early release Monday of the school year.

~~Unit members will receive one unencumbered Early Release Monday (ERM) for their individual use every other month, for a total of five (5) ERMs during the instructional year. The dates will be selected by the District. These unencumbered early release Mondays shall be used to conduct reasonable professional duties. The unit members may leave their school sites to conduct these duties if mutually agreed upon with the school site administration.~~

~~In addition to the two (2) meeting days, Unit members shall not be required to attend more than one (1) program meeting (a program is established by the District, approved by the Board of Trustees, incorporated into the school plan, serves specific groups of students and may vary from site to site) per month for each program in which they are involved. Examples of programs include, but are not limited to, G.A.T.E., Title I, E.L.L., AVID, I.B., A.P. and Special Education. Department Chair meetings may be held on any workday [other than one of the two (2) meeting days] unless mutually agreed by the principal/designee and the department chairs. Department Chair meetings shall be concluded by 5:00 p.m. unless extended by mutual agreement between the principal/designee and the department chairs.~~

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to this 4th day of October, 2023.

Tammy Jalique 10/4/23
Tammy Jalique, Assoc. Supt. for Human Resources Date

Miyoko Masuda 10/4/23
Miyoko Masuda, TEA Vice President & Date
Negotiations Chair

MEMORANDUM OF UNDERSTANDING
Tracy Unified School District
and
Tracy Educators Association

May 12, 2023

Article VI, HOURS, Section C, Meetings, 2.

In recognition of the process for ratifying tentative agreement language and acknowledging a desire to provide compensation to unit members, this Memorandum of Understanding between Tracy Educators Association (hereafter "TEA") and the Tracy Unified School District (hereafter "District") memorializes items which have been previously agreed to in tentative agreements between the parties.

2. There will be no District meetings requiring unit member attendance on the first and third Tuesday of each month as these are reserved for Association meetings. Unit members on extended hour contracts shall be released for these meetings.

Both parties acknowledge implementation of this MOU is dependent on TEA ratification.

Both parties acknowledge the intention to incorporate the above changes as contract language based on the tentative agreements signed by the parties. If the tentative agreements fail to be ratified by either TEA or the Board of Trustees, both parties agree to meet and renegotiate the above items.

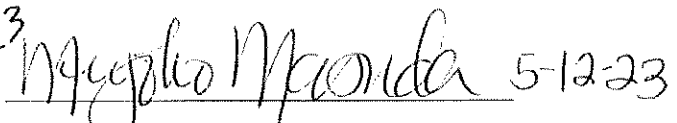
Nothing in this MOU is intended to establish past practice or precedent.

This MOU will expire June 30, 2024, or upon ratification by the Board, whichever comes first.

Agreed to this 12th day of May, 2023.

 5-12-23

Tammy Jalique, Associate Superintendent
of Human Resources

 5-12-23

Miyoko Masuda, TEA Vice President &
Negotiations Chair

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

K. STUDENT PROGRESS REPORTS

2. The progress report shall be on a District approved form which will include, but not be limited to, the following information:

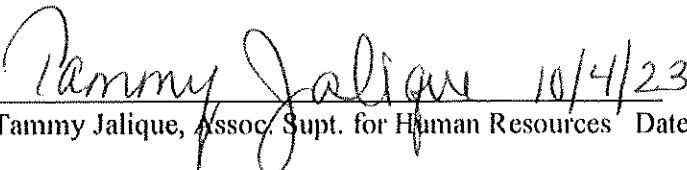
- a. ~~Satisfactory or unsatisfactory progress~~ Current letter grades
- b. Request for a parent conference, if necessary.
- c. Positive comments if applicable. d. Classroom behavior.

TUSD proposes adding the following to Article VII, Section K, Student Progress Reports.

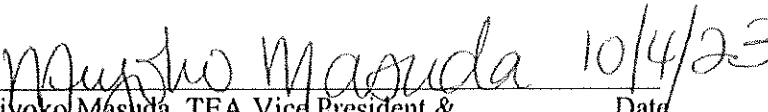
9. All unit members shall update grades every two weeks using the District provided grade reporting software to ensure parents and students access to current progress information.

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to this 4th day of October, 2023.



Tammy Jalique, Assoc. Supt. for Human Resources Date



Miyoko Masuda, TEA Vice President & Date
Negotiations Chair

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

ARTICLE VII
SECTION F.2

Both parties agree to Status Quo.

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to this 4th day of October, 2023, in Tracy California.

Tammy Jalique 10/4/23
Tammy Jalique, Assoc. Supt. for Human Resources Date

Miyoko Masuda 10/4/23
Miyoko Masuda, TEA Representative Date
& Negotiations Chair

TENTATIVE AGREEMENT
between
TRACY EDUCATORS ASSOCIATION
And
TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

ARTICLE XIII - SALARIES (COMPENSATION)
AND ARTICLE XIV FRINGE BENEFITS

This proposal is presented in terms of total compensation.

ARTICLE XIII
SALARIES

A. DURATION

1. There will be a percentage increase to the 2023-2024 salary schedules of ~~9.4, 16.8, 5.5, 8.0, 5.25, 8.2, 5.5, 7.5, 5.75, 7, 6, 6.25~~ retroactive to July 1, 2023.
 - Appendix A Certificated Salary Schedule A
 - Appendix B Certificated Salary Schedule B
 - Appendix C Tracy Adult School Salary Schedule Part-Time Unit Members
 - Appendix D Hourly Salary Schedule
 - Appendix E Supplemental Instruction

B. HOURLY SALARY SCHEDULE
Refer to Appendix D

C. PART-TIME ADULT SCHOOL SALARY SCHEDULE
Refer to Appendix C

D. SUPPLEMENTAL INSTRUCTION-HOURLY RATE
Refer to Appendix E.

E. COACHING AND SPECIAL ASSIGNMENTS PAY
Refer to Appendix F.

F. COMPENSATION FOR ADDITIONAL TEACHING PERIODS

Unit members shall be compensated at the rate of one fifth (1/5) of the full time equivalent salary schedule placement for each additional period of instruction for which they are assigned. Additional periods of instruction shall be determined on an annual basis and shall not be permanent assignments unless so identified prior to the commencement of the additional period of instruction.

G. IN-SERVICE TRAINING/STAFF DEVELOPMENT RATE

1. Teachers in the new teacher induction program (TTIP) will be compensated in accordance with Article VI A. 2.
2. If unit members provide a district approved in-service or staff development outside the regular contractual day, they will receive the hourly rate on Appendix D.

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

ARTICLE XVII EVALUATION

A. PURPOSE

The purpose of evaluation is the improvement of instruction and a better educational program through professional growth of staff. The identification of unit member strengths and weaknesses is the basis for assistance towards growth and the correction of any deficiencies. The observations and appraisals also provide a sound basis for administrative decisions on continued employment.

Nothing in Article XVII, Evaluation, waives the rights of the District or unit member under Education Code, Section 44664.

B. JURISDICTION

1. The District retains sole responsibility for the evaluation and assessment of performance of each unit member, subject only to the following procedural requirements.
2. Accordingly, no grievance shall contest the judgment of the evaluator or content of the evaluation. Grievances relating to evaluation shall be limited to claims that the following evaluation procedures have been violated.
3. It shall be the evaluatee's responsibility to comply and cooperate with the evaluation procedure as implemented by the evaluator.

C. TERMS AND PROCEDURES:

1. The Standard Formal Evaluation Process consists of an Evaluation Notification Conference and Pre-Evaluation Conference, at least two Formal Evaluations, as many Informal Evaluations as deemed necessary by the evaluator, and a Final Evaluation.
 - a. Evaluation Notification Conference: **shall occur by October 15th for all unit members whose first day of service is no later than the first instructional day. For those unit members hired after the first instructional day, the notification conference shall be held within a reasonable period of time from date of hire.**

- i. The unit member shall be furnished a copy of the evaluation procedures, evaluation standards, evaluation rubric, rating process of the evaluations and notified of the identified evaluator. In addition, the unit member shall receive links to the District applicable benchmarks and have access to applicable state frameworks as needed.
 - ii. Notification of the District's two chosen California Standards for the Teaching Profession (CSTP's) as District-wide standards of focus to be rated will be identified during the conference. The unit member will be responsible for choosing one additional California Standards for the Teaching Profession (CSTP's) focus to be rated.
 - iii. Probationary (non-tenured) employees shall be evaluated on all California Standards for the Teaching Profession (CSTP's).
- b. Pre-Evaluation Conference: The unit member being evaluated, and the evaluator shall meet to discuss:
- i. The District will choose two California Standards for the Teaching Profession (CSTP's) as District-wide standards of focus to be rated. The unit member will choose one additional California Standards for the Teaching Profession (CSTP's) focus to be rated. As noted in a. iii. above, probationary (non-tenured) teachers will be evaluated on all California Standards for the Teaching Profession (CSTP's). For those unit members on year three of the 5-year evaluation cycle the standard which addresses lesson planning, currently Standard IV of the evaluation rubric, may not be chosen as the additional standard for evaluation as lesson planning is evaluated through pre-conference which does not take place with an informal evaluation.
 - ii. Objectives to be achieved during the evaluation period.
 - iii. Techniques for assessing whether those objectives and standards of performance have been achieved which techniques may include, but are not necessarily limited to, formal evaluations and informal observations, anecdotal records, conferences and the completion of reports by the evaluatee relating to objectives and standards of performance;
 - iv. A tentative schedule of evaluations, conferences, and a final evaluation date.
 - v. The unit member is responsible to identify, develop and write acceptable performance objectives which shall be discussed during the conference with the evaluator. Approval of written objectives does not prohibit the administrator from conducting evaluations, observations, or final evaluation assessments on the selected standards for the given year.
- c. A Formal Evaluation consists of an Observation of classroom instruction with

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

ARTICLE XVII
EVALUATION

- b. Pre-Evaluation Conference: The unit member being evaluated, and the evaluator shall meet to discuss:
- i. The District will choose two California Standards for the Teaching Profession (CSTP's) as District-wide standards of focus to be rated. The unit member will choose one additional California Standards for the Teaching Profession (CSTP's) focus to be rated. As noted in a. iii. above, probationary (non-tenured) teachers will be evaluated on all California Standards for the Teaching Profession (CSTP's). For those unit members on year three of the 5-year evaluation cycle the standard which addresses lesson planning, currently Standard IV of the evaluation rubric, may not be chosen as the additional standard for evaluation as lesson planning is evaluated through pre-conference which does not take place with an informal evaluation.
 - ii. **For Special Education unit members at least one of the mutually agreed upon formal scheduled observations will include the observation of classroom instruction as well as observation of an IEP meeting facilitated and/or contributed to by the unit member. The observation of instruction and IEP do not have to occur on the same day. The timeline for post-conference as referenced in Section C. 1. c. shall begin upon completion of either the lesson observation or observation of IEP meeting, based on whichever occurs later.**
 - iii. Objectives to be achieved during the evaluation period.
 - iv. Techniques for assessing whether those objectives and standards of

TENTATIVE AGREEMENT
Between
TRACY EDUCATORS' ASSOCIATION
And
TRACY UNIFIED SCHOOL DISTRICT

Tracy Educators' Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following contract language changes to Article XVIII, Safety, as follows.

ARTICLE XVIII
SAFETY

A. Knowledge of any abuse of school personnel, assault or battery upon school personnel, or any threat of force or violence directed toward school personnel at any time or place which is related to school activity or school attendance shall **immediately** be orally reported by unit members ~~in the unit~~ to their immediate supervisor. Unit members ~~in the unit~~ making such oral report shall complete such written reports as may be required by the District relating to any such incident.

B. Unit members ~~in the unit~~ shall be provided coverage under the terms and conditions of the District's workers' compensation insurance program and the industrial accident or illness leave provisions of this agreement for any injury or illness arising out of and in the course of their employment.

C. The District shall make every effort to provide unit members with a safe place in which to work.

1. The District will make a reasonable effort to provide a communication system available to all unit members for supervising students.

D. Unit members ~~in the unit~~ shall comply with District safety rules and regulations and shall promptly report to their immediate supervisor violation of such rules and regulations and the existence of any unsafe condition observed.

E. Any unit member may submit to his/her principal or the principal's designee a written recommendation for the suspension/expulsion from school of any student who, in the judgment of the unit member, acts in such a manner as to constitute any clear and ongoing danger to such unit member. The District shall respond to the unit member **within 15 days** indicating the disposition of the recommendation, which response shall upon request, be in writing.

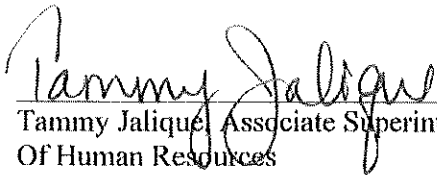
F. **Education Codes 44014, 48910, and 49079 shall be included in the annual policy notification packet provided to all unit members.**

G. **A unit member who is the victim of a physical assault or attack, and who so requests, shall be immediately granted the remainder of the day of the assault or attack**

released from duty. These release days shall not be charged against any of the unit member's accrued or accumulated leaves as specified in Article XXIII E.

H. Each site shall maintain a confidential notification system regarding students who have reportable offenses as noted in Education Code 49079. Unit members may request additional information regarding discipline from their site administration. Any information provided to unit members may only be used for the purpose provided and not further disseminated.

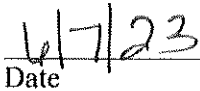
Agreed to this 7th day of June, 2023.



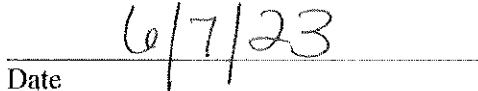
Tammy Jalique, Associate Superintendent
Of Human Resources



Miyoko Masuda, TEA Vice President &
Negotiations Chair



Date



Date

TENTATIVE AGREEMENT
Between
TRACY EDUCATORS' ASSOCIATION
And
TRACY UNIFIED SCHOOL DISTRICT

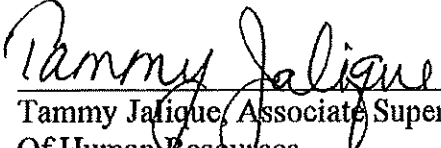
Tracy Educators' Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following contract language changes to Article XXII, Bereavement Leave, as follows.

ARTICLE XXII
BEREAVEMENT LEAVE

1. A unit member shall be eligible for a temporary leave of absence of up to ~~three (3)~~ **five (5)** days for the death of any member of his/her immediate family, as defined in Section B, without loss of pay or deduction from other leave benefits found in this Agreement. ~~If the unit member travels more than 500 miles round trip to attend a funeral or memorial service, or to settle the estate of the deceased, the unit member will be granted, upon request, leave of up to two (2) additional scheduled workdays.~~ Bereavement leave days must be initiated within seven (7) days of the death; however, the District will review extreme extenuating circumstances.

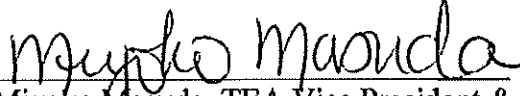
2. Members of the immediate family of the employee, spouse or registered domestic partner of the employee, as used in this Article, are defined as:
 - the mother, father, stepfather, stepmother;
 - stepchildren, step grandparents, stepbrother, stepsister;
 - grandmother, grandfather, grandchild;
 - brother, sister, son, daughter;
 - brother-in-law, sister-in-law, son-in-law, daughter-in-law;
 - aunt, uncle, niece, or nephew;
 - spouse or registered domestic partner;
 - any relative living in the immediate household of the employee.

Agreed to this 7th day of June, 2023.



Tammy Jalique, Associate Superintendent
Of Human Resources

6/7/2023
Date



Miyoko Masuda, TEA Vice President &
Negotiations Chair

6/7/2023
Date

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

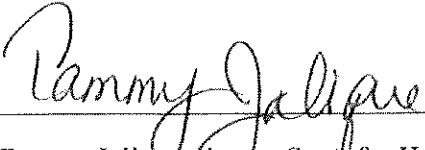
The Tracy Educators Association ("TEA") and Tracy Unified School District ("District") have negotiated and agreed to the following changes to contract language:

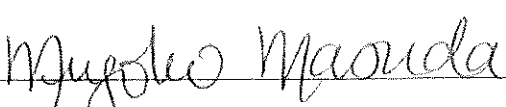
ARTICLE XXXI
SICK LEAVE

Both parties agree to Status Quo.

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to this 7th day of September, 2023, in Tracy California.

 9/7/23
_____ Date
Tammy Jalique, Assoc. Supr for Human Resources

 9/7/23
_____ Date
Miyoko Masuda, TEA Representative
& Negotiations Chair

TENTATIVE AGREEMENT

between

TRACY EDUCATORS ASSOCIATION

And

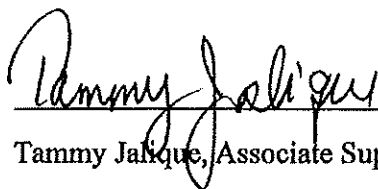
TRACY UNIFIED SCHOOL DISTRICT

Tracy Educators Association ("TEA") and Tracy Unified School District ("District"), have negotiated and agreed to the following change to contract language, Article XXXVI, PEER ASSISTANCE AND REVIEW (PAR), Section C. Consulting Teacher, 2 as noted below.

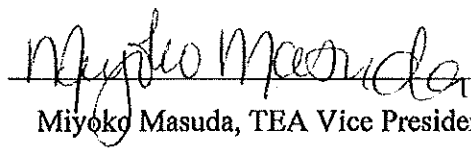
2. Minimum Qualifications: The Consulting Teacher:

- a. must be a credentialed classroom Unit Member with permanent status who is deemed highly qualified under No Child Left Behind;
- b. shall have at least five (5) years of recent teaching experience with the previous three (3) years being in the Tracy Unified School District;
- c. shall demonstrate exemplary teaching ability, as indicated by, but not limited to:
 - i. Effective communication skills.
 - ii. Subject matter knowledge.
 - iii. Knowledge and commitment to District curricular goals and standards.
 - iv. Mastery of a range of teacher strategies necessary to meet student needs.
 - v. Effective leadership skills
- d. ~~shall be in the classroom at least 60% of his/her current assignment at the time of selection.~~

Agreed to this 5th day of April, 2023.



Tammy Jalique, Associate Superintendent
of Human Resources



Miyoko Masuda, TEA Vice President &
Negotiations Chair

**TENTATIVE
AGREEMENT**

February 26, 2024

The Tracy Educators Association (hereafter "TEA") and the Tracy Unified School District (hereafter "District") do hereby agree to the following changes to contract language. Both parties acknowledge this agreement must be ratified by TEA.

ARTICLE XL
DURATION OF AND PROCEDURE FOR MODIFYING THIS AGREEMENT

- A. This agreement shall be effective upon ratification and execution and shall continue in effect through June 30, 2026.
- B. The Association shall submit to the District any time prior to March 15, 2026, a proposal for a successor Agreement. The District shall respond to such proposal for a successor Agreement no later than thirty (30) days after receipt of the Association's initial proposal. With the agreement of both the District and the Association, either party may request and be granted an extension to the timeline for submitting a successor agreement.

For the 2024-2025 school year there shall be two re-openers for either party, TUSD and TEA, plus Article XIII, Salaries (Compensation), and Article XIV, Fringe Benefits.

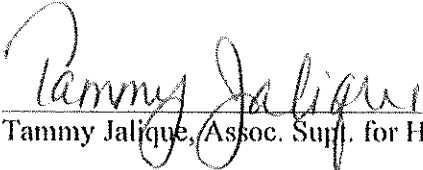
For the 2025-2026 school year there shall be two re-openers for either party, TUSD and TEA, plus Article XIII, Salaries (Compensation), and Article XIV, Fringe Benefits.


The purpose of Special Education Appendix I is to provide a central source for specific Special Education related language contained throughout this collective bargaining agreement. The language in this Appendix will be automatically modified if/when the corresponding language in the associated Article is updated. If the appendix is accidentally not updated after any modification to the Collective Bargaining Agreement (CBA) through the bargaining process, the articles in the CBA will override any of the appendix language.

- C. Six (6) representatives of the Association shall have the right to receive released time without loss of compensation when meeting and negotiating under the provisions of this Article. The Association may name alternate negotiating representatives. However, for release time for both regular and alternate representatives: two (2) days prior notice is necessary.
- D. Negotiations shall take place at mutually agreeable times and places. For the duration of this contract, negotiations shall normally take place from 8:30 am to 4:00 pm.

- E. The parties shall establish any additional and necessary ground rules at the first negotiation meeting scheduled.
- F. It is intended that the negotiation procedures set forth in this Article will result in an agreement as soon as practicable. If an impasse is reached before that date, the impasse procedures outlined in Government Code Section 3548 shall be followed.
- G. The Association and the District may utilize the services of outside consultants to assist in negotiations.
- H. Tentative agreement on any matter under negotiation shall be construed to have occurred when reduced to writing and initialed by both parties.
- I. After the District and the Association have reached tentative agreement on all matters being negotiated, the complete agreement shall be submitted to bargaining unit members and subsequently the Board of Trustees of the District for consideration and approval prior to implementation.

Agreed to this 26th day of February, 2024, in Tracy California.

2/26/24
Tammy Jalique, Assoc. Suppl. for Human Resources Date

2/26/24
Miyoko Masuda, TEA Representative Date
& Negotiations Chair

TENTATIVE AGREEMENT

Between

Tracy Unified School District

AND

Tracy Educators Association

In recognition of the need to provide STRS with clarification of the requirements for the Special Education Stipend contained in Appendixes A and B, Tracy Educators Association (TEA) and Tracy Unified School District (District) agree to the following additional language:

\$3064 Stipend (5.0% of the non-adjusted Class III, Step 1 Salary Schedule B) for Special Education Unit Members. This stipend is only afforded to unit members who hold an appropriate Special Education credential and who hold a Special Education assignment.

Both parties acknowledge this Tentative Agreement must be ratified by TEA. Should it not be ratified, the parties agree to meet and renegotiate.

Agreed to this 3rd day of October, 2023.

Tammy Jalique 10/4/23
Tammy Jalique, Asso. Supt. for Human Resources Date

Miyoko Masuda 10/4/23
Miyoko Masuda, TEA Vice President & Date
Negotiations Chair

**TENTATIVE
AGREEMENT**

March 15, 2023

The Tracy Educators Association (hereafter "TEA") and the Tracy Unified School District (hereafter "District") do hereby agree to the following changes to contract language. Both parties acknowledge this agreement must be ratified by TEA.

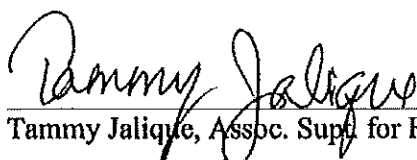
Appendix F, Section C:

<u>Supervisor in Charge of Tickets (Football)</u>	\$60 \$80 per game night
<u>Ticket Selling - First Window*</u>	\$50 \$70 per game night
<u>Ticket Selling - Second & Third Windows*</u>	\$40 \$60 per game night
<u>Visitors' Locker Room, Supervision & Bus Chaperones</u>	\$40 \$60 per game night
<u>Time, Score Board, Photographer (game movies), P.A. Systems, Ticket Taker, Boys' Locker Room Supervision, & Supervision North, East, South and West Football Field</u>	\$40 \$60 per game night

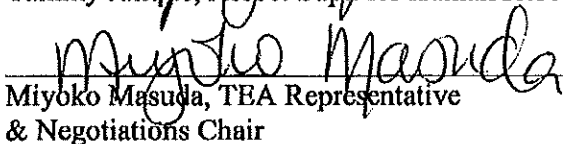
Time/scoreboard keepers and those individuals providing supervision at multiple event football and basketball game nights shall be compensated at a rate of \$40 \$60 per game night.

* Ticket Selling Window(s) may be utilized when non-digital platforms are used for ticket sales. If all tickets sales for a designated event are digital, ticket selling window positions may not be utilized at administrator discretion.

Agreed to this 15th day of March, 2023, in Tracy California.



Tammy Jalique, Assoc. Suppl for Human Resources Date 3/15/23



Miyoko Masuda, TEA Representative Date 3/15/23
& Negotiations Chair

TENTATIVE AGREEMENT

between

TRACY EDUCATORS' ASSOCIATION

And

TRACY UNIFIED SCHOOL DISTRICT

The Tracy Educators' Association ("TEA") and Tracy Unified School District ("District"), have negotiated and agreed to the following additional language for Appendix F, Section C of the master agreement. In addition to the contract language noted below, the parties have agreed that Basketball coaching stipends shall be paid retroactive to December 1, 2021.

Continuation High School Coaching Assignments

The following sports are currently recognized as approved by the District:

- Basketball
- Dodgeball
- Flag Football
- Soccer
- Volleyball

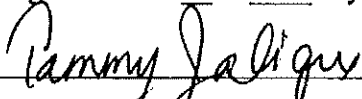
Head Coach, 4.0% per sport per year.

Assistant Coach, 2.0% per sport per year.

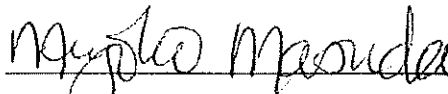
Intramural Coordinator, stipend 3%, per year to include:

- Collaborate with coaching staff regarding student eligibility.
- Coordinate all home events including but not limited to facility requests, officiating staff, etc.
- Coordinate with coaching staff to ensure away game needs have been met, such as transportation, etc.
- Collaborate with administration regarding program effectiveness and provide input for coaching staff evaluation.
- Submit proposals for new sports to site and District administration for approval prior to implementation. No new sports are to be added without prior District-level approval.
- Intramural Coordinator may serve as coach, with District-level approval, if a coaching vacancy continues.

Agreed to this 5th day of April, 2023.



Tammy Jalique Associate Superintendent
of Human Resources



Miyoko Masuda, TEA Vice President &
Negotiations Chair