**Travis Unified School District's**
**Initial Proposal to the**
**California School Employees Association**
**2024 Successor Contract Negotiations**
**March 19, 2024**

This is the Travis Unified School District's (District) initial proposal to the California School Employees Association (Association). The District and Association will be negotiating a successor collective bargaining agreement (CBA) to replace and supersede the current CBA that is in effect through June 30, 2024.

Before commencing negotiations, Government Code section 3547 requires the District and Association to present their initial proposals at a public meeting, and to afford the public the opportunity to be informed about and to express itself on those proposals. State law also requires the Governing Board to adopt its initial proposals. This is often referred to as the "sunshining process."

Over the past several years, the District and Association have negotiated increases to unit members' total compensation.

| Year | On-schedule Increase | Off-schedule Increase | H&W Monthly Contribution Increase | Other |
|---|---|---|---|---|
| 2023-2024 | 7.08% | 3.0% | $75 (one time) | |
| 2022-2023 | 2.0%+6.7% | | $50 | 4.7%-added steps |
| 2021-2022 | 3.0% | | | |
| 2020-2021 | 2.5% | | | |

The Board and District remain fully committed to the needs of students and employees, and such efforts must be done in a fiscally responsible manner. The financial outlook for 2024-2025 and beyond is uncertain and concerning when compared to prior years. The projected COLA for 2024-2025 has dropped precipitously from approximately 3.94% to .76%. In addition, health insurance premium costs and employee retirement costs (STRS and PERS) continue to rise for both employees and the District. At the same time, expectations for students, educators and public education continue to rise. For this cycle of negotiations, it will be necessary to focus and preserve limited resources and to remain faithful to fiscally responsible practices in order to serve the best interests of students and the community.

Consistent with the above, the District's initial proposals are:

**Article 17 and 18: Pay and Allowances and Fringe Benefits (and related schedules and appendices)**

The District proposes to negotiate fair and equitable adjustments to total compensation based on the interests and challenges set forth above, and to work together with the Association to explore health insurance provider options.

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**Article 24: Duration (and Cover Page)**

The District proposes a three year contract term (July 1, 2024 through June 30, 2027) with limited reopeners (total compensation plus two articles per side) for the 2025-2026 and 2026-2027 school years.

The District reserves its right to introduce new subjects of negotiations during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d). The District looks forward to professional and good faith negotiations with the Association.