



# Turlock Unified School District

October 10, 2024

## TUSD and TTA Negotiations Update

This document serves as an update regarding negotiations between the Turlock Teachers Association (TTA) and Turlock Unified School District (District). The purpose of this summary is to share substantive proposals related to the Collective Bargaining Agreement between the Parties. Please note that negotiations are ongoing, and nothing below represents final decisions or immediate changes in responsibilities or expectations.

### Budget Overview:

Marjorie presented a budget overview to both negotiation teams, highlighting historical enrollment and ADA numbers since 2013-14. Enrollment had peaked before COVID but has since declined. She reviewed Local Control Funding Formula (LCFF) figures, noting a decrease in the Funded LCFF ADA. As a result, the District will not realize the 1.07% COLA. She also pointed out a spike in step and column increases, rising costs of classified employee pensions, and the impact of special education on general funds, which have risen from \$27.2 million to \$35.7 million.

### TTA Initial Proposals:

#### Article 4: Hours of Work

- TTA proposed language allowing College and Career counselors to divide their workday into hours to attend events. They also proposed compensation for Special Education staff who start early on staff meeting/training days, significant reductions to adjunct duty hours for the upcoming year.

#### Article 9: Evaluation

- TTA presented a major revision to contract language in sections 9.1 to 9.3, aimed at clarifying practices and improving readability. These revisions include timelines for initial evaluations (9.1), methods of evaluation (9.2), and areas of evaluation (9.3). Additionally, they proposed new limitations on the number of observations throughout the article.

### District Initial Proposals:

#### Article 1: Agreement

- The District proposed language to clarify the effective dates of the Collective Bargaining Agreement. This includes definitions for reopener dates, the number of articles each party can reopen, and mandatory reopener articles.

#### Article 5: Salaries and Benefits

- The District proposed limiting the number of years of prior teaching experience that can be credited to external employees, with permissive language allowing exceptions for hard-to-fill positions. The District also proposed clearer rules on how special assignment stipends will be equitably distributed among athletic coaches and on the filing of transcripts for unit advancement.

#### Article 7: Transfer, Assignment, and Reassignment

- The District proposed allowing employees seeking voluntary transfers or reassignments to be approved by the District if no other candidates apply, provided they meet all qualifications and have satisfactory evaluations. This would be at the District's discretion. Additionally, language was proposed to utilize involuntary transfer/reassignment procedures when irreconcilable differences arise between employees.

#### Article 18: Work Year Calendar

- The District presented a draft work year calendar for the 2025-26 school year.

#### **TTA Counter Proposals:**

##### Article 1: Agreement

- TTA made minor counters, including reordering language, striking new "purpose of the agreement" language, and making non-substantive word changes.

##### Article 18: Work Year Calendar

- TTA agreed to allow the District to meet and confer with other bargaining units, noting a correction to the Thanksgiving week dates.

##### Future Counter Proposals:

- The District will counter on Article 4, Article 9, and Article 1.
- TTA will counter on Article 5, Article 7, and will also present an initial proposal for Article 21 (Special Education).

**The Parties will reconvene on October 17, 2024.**