



TUSD and TTA Negotiations Update

October 17, 2024

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 aforementioned parties. Please note that negotiations are ongoing, and nothing below represents final decisions or immediate changes in responsibilities or expectations.

District Counter Proposals:

Article 1: Agreement

- The District agreed to TTA's proposed language pertaining to the terms of the Agreement and restructured some of the previously proposed sections for clarity.

Article 4: Hours of Work

- The District removed language allowing College and Career counselors to divide their workday into hours for event attendance, pending further clarification. They also proposed compensating Special Education staff who start early on staff meeting/training days. Additionally, the District suggested adding an extra professional development day for teachers new to the District.
- The District also proposed moving two hours of prep before the start of the school year to the first day of school to allow for staff meetings before school begins. This change addresses concerns from administration who reported that staff meetings were held after students had already started school.
- In response to the increased need for secondary staff to complete adjunct duties, the District countered TTA's proposal for significant reductions in hours for coaches and club advisors.

Article 9: Evaluation

- The District noted TTA's major revisions to the contract language were difficult to track. In response, the District reverted to the original language but incorporated some of TTA's clarifications and readability improvements.

TTA Counter Proposals:

Article 5: Salaries and Benefits

- TTA did not counter the District's proposal as they were still reviewing the District's financial statements with CTA. They asked for clarification on certain points and expressed interest in discussing stipend adjustments.

Article 7: Transfer, Assignment, and Reassignment

- TTA agreed to the District's proposal allowing employees seeking voluntary transfers or reassignments to forego the interview process if no other candidate apply and the candidate meets all of the necessary requirements and has satisfactory evaluations. However, they struck the proposed language related to involuntary transfer procedures in cases of irreconcilable differences, claiming that it is already covered under the "Educational needs of the District" clause.

Article 18: Work Year Calendar

- TTA confirmed agreement with the draft work year calendar for the 2026-2027 school year. TTA and TUSD will confer with the classified bargaining groups to gather their input regarding the new calendar.

Article 21: Special Education

- TTA proposed language granting additional days for staff to complete required paperwork. They also suggested that the District make a good faith effort to avoid scheduling IEPs during instructional time for TK-K teachers and to balance the responsibility of attending these meetings between different grades/departments.
- Additionally, TTA proposed a focus on SEIS training and limiting the participation of Special Education staff in general education PLC teams. Finally, they suggested creating a new position dedicated to conducting initial assessments for RSP students.

District Counter Proposals:

Article 7: Transfer, Assignment, and Reassignment

- The District agreed with additions and omissions from TTA but countered with language clarifying that 3.5 hours of preparation time will be provided for new courses at the hourly rate rather than each section.

Article 21: Special Education

- The District struck language granting additional days for staff to complete required paperwork, noting that two (2) days are already provided for by way of the LCAP language and not being used. The District countered language to balance the responsibility of attending IEP meetings between different grades/departments.
- The District felt that language for SEIS training was too specific and already in contract language; however, countered language regarding the participation of Special Education staff in general education PLC teams. Finally, the District struck proposed language creating a new position dedicated to conducting initial assessments for RSP students noting that the need is there as only two (2) staff have had more than three (3) assessments so far this year.

TTA Counter Proposals:

Article 1: Agreement

- TTA's proposed a small change language that was agreed to by the District; as such, a Tentative Agreement was reached on this Article.

Article 4: Hours of Work

- TTA agreed to remove language on College and Career counselors but struck the District' language proposing an extra professional development day for teachers new to the District.
- TTA rejected the District proposed language moving two (2) hours of prep before for a staff meeting to occur before the start of year. More discussion will be needed on this.
- TTA counted language for adjunct duties which would give further direction on how to prioritize staff who receive stipend assignments in this process.

Future Counter Proposals:

- The District will counter on Article 4
- TTA will counter on Article 5, Article 7, Article 9, and Article 21

The parties will reconvene on November 7, 2024.