



Negotiations Update

November 7, 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.

TTA Counter Proposals:

Article 7: Transfer, Assignment, and Reassignment

- TTA agreed with language on District discretion to initiate transfers without interviews with only one internal candidate, but wanted to ensure qualifications were reviewed prior to the transfers being initiated.
- TTA countered language regarding involuntary reassignments during the contractual year to include a choice between a half day substitute or 4 hours of pay.

Article 21: Special Education

- TTA revised and struck language granting additional days for staff to complete required paperwork, noting those days would be taken after LCAP days were taken.
- TTA countered language regarding the participation of Special Education staff in general education PLC teams.
- Finally, TTA revised language creating a new position dedicated to conducting initial assessments with metrics added to trigger the language.

Article 9: Evaluation

- TTA agreed to most of the District's proposal, however, they made a few non-substantive changes. Additionally, they countered language for the type of observations conducted when an employee and supervisor are not in mutual agreement of the evaluation.

Article 5: Salaries and Benefits

- TTA proposed to have a 1% salary increase.
- TTA rejected language to put a cap on the number of years for credentialed teaching experience a new employee can be granted when starting with the District.
- TTA also rejected language regarding the splitting of stipends, however, both parties had a lively discussion on the risks of not having language compared to the needs of our sports programs.
- TTA stated they started working on the process for Units for Salary Advancement, but wanted to seek more clarity before offering a proper counter proposal.

District Counter Proposals:

Article 4: Hours of Work

- The District reworked proposed language moving two (2) hours of prep before for a staff meeting to occur before the start of year but accepted the strikeouts for adding another day to the contract for new employees. The switching of time would provide TTA members prep. time after the first day of school in-lieu of attending a staff meeting.
- The District sought clarity on counter language for notification requirements for voluntary professional development opportunities.

- The District countered with language that further clarified selection of adjunct duties for select staff supporting in stipend positions.

Article 7: Transfer, Assignment, and Reassignment

- Tentative Agreement

TTA Counter Proposals:

Article 4: Hours of Work

- TTA agreed to hold on the switching of time for the first staff meeting of the year; pending input from membership. Did note a request to have the all staff kick off on the same date as the professional development day.

District Counter Proposals:

Article 9: Evaluation

- Proposed non-substantive changes, but countered with language to clarify that a staff member must have a formal observation if mutual agreement to conduct an informal observation cannot be reached.

Article 21: Special Education

- District struck language granting additional days for staff to complete required paperwork, noting Special Ed. staff are provided 5 days to utilize substitutes to complete Special Ed. related duties.
- The District reverted to prior language regarding the participation of Special Ed. staff in general education PLC teams and noted that the counter proposal was a departure from the previous language provided. District explained PLCs are very important for Special Ed. staff to participate in.

Future Counter Proposals:

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

The parties have tentatively agreed to meet on December 5, 2024.