



## **Negotiations Update**

December 10, 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 5: Salaries and Benefits

- The District countered TTA's proposal for a 1% salary increase for the 2024-25 school year by proposing no salary increase reflective of the fiscal outlook presented in our first session.
- In response to TTA's rejection of a cap on the maximum years of service a new employee can bring into the District (currently without a cap), the District reiterated the fiscal impact not having a cap and proposed new employees to start at Step 15, the final step before acquiring longevity.
- TTA rejected language to divide stipends between no more than two individuals, in essence allowing coaches to divide stipends among themselves unevenly. The District countered, proposing that stipends be divided among no more than three individuals.
- The District proposed clearer language regarding the process for applying and approving units for salary advancement. This includes submitting final transcripts of these units directly to Human Resources through sealed copies or a secure link.

### **TTA Counter Proposals:**

#### Article 4: Hours of Work

- The District's proposal to move two hours of preparatory time for staff meetings to occur before the school year was countered by TTA, which sought to maintain the status quo.
- TTA agreed to eliminate compensation for special education staff whose schedules required them to wait for staff meetings. Discussions on this will continue, with a potential Memorandum of Understanding (MOU) to be negotiated separately.
- TTA agreed to revisions regarding Adjunct Duties, adding that assignments for non-volunteers should be "consistently and impartially" assigned based on Class I-IV stipend rankings. TTA also proposed omitting references to employee interest in assignments as a factor, as non-volunteers are inherently disinterested, and including considerations for employees' abilities and limitations.

#### Article 9: Evaluation

- TTA proposed minor, non-substantive changes and a renumbering of clauses moved within the article.

#### Article 21: Special Education

- A tentative agreement was reached on this Article.

**District Counter Proposals:**

Article 4: Hours of Work

- The District revised the proposed language for Adjunct Duties to require assignments to be made with a “good faith effort,” replacing “consistently and impartially,” which could be challenging to enforce contractually using the term “impartially”.

Article 9: Evaluation

- A tentative agreement was reached on this Article.

**Future Counter Proposals:**

- TTA will counter proposals related to Article 4 (Hours of Work) and Article 5 (Salaries and Benefits) in upcoming session(s).

**The parties are scheduled to reconvene negotiations on December 12, 2024.**