



Negotiations Update

December 12, 2024

This document provides an update on the ongoing negotiations between the Turlock Teachers Association (TTA) and Turlock Unified School District (District). The purpose of this summary is to outline the substantive proposals related to the Collective Bargaining Agreement.

TTA Counter Proposals

Article 5: Salaries and Benefits

- TTA agreed to allowing staff to receive year-for-year service credit up to Step 15, contingent on the creation of additional steps on the salary schedule.
- TTA supported the equitable distribution of stipends for clubs and activities but suggested updates to stipend assignments, including the removal and reclassification of certain stipends and the creation of “Level 3 Assistant Coaches.”
- Proposed new language requiring salary advancement requests to be responded to within five days by a principal or designee.

Article 4: Hours of Work

- Suggested changes to Section 4.6(c) to provide secondary sites with a minimum day on the day preceding Presidents’ Day, aligning with elementary early-release schedules.
- Proposed eliminating PLC time on the Wednesday before winter break, spring break, and TK-6 parent conferences under Section 4.6(f).

Article 18: Work Year Calendar

- Proposed making the day before Veterans Day a minimum day when it falls on a Wednesday, citing the impact on teachers’ preparation time.

District Counter Proposals

Article 5: Salaries and Benefits

- Offered a one-time salary increase of 1.5% of an employee’s base annual earnings following the completion of the 1st interim report.
- Removed the proposed cap on years of service to revert to the status quo, citing fiscal climate concerns.
- Suggested replacing the five-day response period for salary advancement requests with language for “timely review”, and add language accounting for administrative breaks during summer.

Article 4: Hours of Work

- Maintained status quo, emphasizing the impact on instructional minutes and the value of PLC time for student achievement.

Article 18: Work Year Calendar

- Maintained the status quo.

TTA Counter Proposals

Article 5: Salaries and Benefits

- Reintroduced the five-day response period for salary advancement requests, with revised language to address summer closures and administrative breaks.

Article 4: Hours of Work

- Reiterated the proposal for a secondary minimum day preceding Presidents' Day.

Article 18: Work Year Calendar

- Reintroduced the proposal for a minimum day before Veterans Day when it falls on a Wednesday, noting this would occur only twice in the next 14 years.

District Counter Proposals

Article 5: Salaries and Benefits

- Proposed a ten-day response period for salary advancement requests to accommodate administrative absences.
- Proposed new language addressing summer closures.

Article 4: Hours of Work

- Continued to maintain the status quo, highlighting the proposal's impact on instructional minutes, which would be just six minutes above the state-mandated minimum if language was to be accepted.

Article 18: Work Year Calendar

- Agreed to the minimum day before Veterans Day when it falls on a Wednesday but proposed time be designated for PLC and preparation time.

Tentative Agreement

The parties reached a Tentative Agreement. While progress has been made, no final decisions or immediate changes to responsibilities or expectations are in effect at this time. The next step is for TTA to present the TA to its members for review and ratification. If and when ratification occurs, the TA will be brought to the Board for final approval.