# Tahoe Truckee Unified School District
# And
# Tahoe Truckee Education Association
# 2023-2024 Tentative Agreement

The following negotiated items establish the Tentative Agreement between the Tahoe Truckee Unified School District [TTUSD] and the Tahoe Truckee Education Association [TTEA] (together the "Parties) for 2024-2026 successor negotiations:

**Article 1**

1.1 This collective bargaining agreement ("Agreement") is between the Tahoe Truckee Unified School District, ("District"), and the Tahoe Truckee Education Association, an affiliate of CTA/NEA, ("Association" or "TTEA").

1.2 This Agreement is entered into pursuant to the Educational Employment Relations Act, Government Code section 3540, et seq.

1.3 This Agreement shall be effective after it has been ratified by TTEA and approved by the District's Board of Trustees, and shall remain in full force and effect until June 30, 2026.

1.4 The Association and the District agree to reopen negotiations for the 2024-2025, 2025-2026, school years. Negotiations topics shall be limited to Health and Welfare Benefits (Article 12), Wages (Article 13), and two articles of each party's choice or if mutually accepted by both parties other articles may be opened. The parties shall exchange reopener contract proposals by September 30, each year.

**Article 7 - Evaluation:**

- The Parties agree to collaborate on new evaluation forms for Counselors, Teacher Librarians, Speech and Language Pathologists, and Certificated School Nurses. The forms will be approved by the Parties no later than February 1, 2024.

**Article 12 - Benefits:**

- Increase in the annual health benefit contribution to all members and all tiers equal to $427.00 effective January 1, 2024.
    - Employee Only (Single) $9,505 ($864.09 per month for eleven(11) months)
      Employee+One (1) $10,933 ($993.91 per month for eleven(11) months)
    - Employee+Family $14,809 (1343.27 per month for eleven(11) months)

**Article 13 - Compensation:**

- 2 years of salary scale compaction removing steps 1 and 2 valued at approx 3.45%
- 1.55% on going raise to the compacted salary schedule excluding column, 7 step 23.
- A longevity adjustment of 3.2% to column 007, step 23 of the compacted salary schedule.
- The overall value of this proposal is approximately 5.34%

**Memorandums of Understanding**

**Article 4 - MOU #4 Addition of One Professional Development Day for the 2024-2025 School Year**

- For the 2024-2025 school year, the contract days shall be increased by one day from 185 to 186. This additional day shall be utilized as a required District wide professional development day.

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- The date of the additional professional development day shall be chosen by the District in consultation with the Association. The consultation will take place with the TTEA Executive Board and the TTUSD Executive Cabinet by April 1, 2024.
- There shall be no additional required trainings after work hours as a result of the additional professional development day.
- Unit members will be compensated at their per diem rate. The value of this day is approximately 0.5%.

**Article 10 - MOU #5 Changes to Personal Necessity Days (One Year Pilot)**

- Retroactive to July 1, 2023
- Four days out of the eleven personal necessity days may be utilized at members discretion and shall not require approval or verification.
- The four discretionary days shall not be used to extend vacation days such as winter break or other holidays.
- A maximum of three days may be used consecutively.
- The Parties agree to discuss the results of the pilot in June 2024

Dated: 11/28/23

For the Association:

David Steakley, Lead Negotiator

Dated: 11/28/23

For the District:

Michael Shepherd, Executive Director, HR

Kerstin Kramer, Superintendent Chief Learning Officer

Approved by the Board: _____

Ratified by TTEA: _____