



Turlock Unified School District

February 21, 2025

TUSD and TFCE Negotiations Update

This document serves as an update regarding negotiations between the Turlock Federation of Classified Employees (TFCE) 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.

Budget Overview:

Marjorie Bettencourt presented a budget overview to both negotiation teams, highlighting historical enrollment and ADA numbers since 2013-14. Enrollment had peaked before COVID but has since declined. She reviewed Local Control Funding Formula (LCFF) figures, noting a decrease in the Funded LCFF ADA. As a result, the District will not realize the 1.07% COLA. She also pointed out increases with rising costs of classified employee pensions, and the impact of special education on the general fund, which have risen from \$27.2 million to \$35.7 million.

TUSD Initial Proposals:

Article VII: Salaries and Benefits

- The District proposed the 2023-2024 TFCE Salary Schedule remain status quo for the 2024-2025 school year. The District proposed a one-time payment (off schedule) equal to 1.5 % of the employee's base annual earnings.
- The District proposed adding clarifying language for reclassification procedures which includes definitions and criteria for reclassifications, a process for initiating requests, a review process, final determination, minimum increases for reclassifications, and limitations.
- The District proposed clarifying language pertaining to trainings that occur during and employee's assigned workday and recommended options for allowing employees to attend trainings offered by the District, or external agencies.
- The District proposed revised language regarding vacation carry-over that ensures remaining balances that are not carried over be paid out in cash at the employee's regular rate.
- The District proposed new language defining requirements to earn Compensatory Time Off (Comp. Time) that includes eligibility requirements, accrual rate, accrual limit, scheduling time off, restrictions on use, and payout provisions.

Article IX: Leaves of Absence

- Classified employees have a statutory right to take up to one hundred (100) working days of leave for personal illness or injury during a fiscal year. The District proposed changes to extended illness/injury leave from differential pay (the amount deducted from an employee's salary not to exceed the sum which is actually

paid a substitute hired to fill the position during the employees absence) to the fifty (50%) percent model which would compensate employees half of their daily rate after exhaustion of all accumulated leave.

- The District added clarifying language for the use of personal necessity and bereavement leave. There were no substantive changes to the aforementioned leave types.

Article X: Transfer or Reassignment

- The District proposed adding language defining transfer and reassignment.
- The District proposed new language pertaining to the preliminary reassignment process which includes notice of vacancy at the site/department, expression of interest by employees, the selection process, subsequent vacancy postings, and final decision for position(s).

Appendix B

- The District presented the work year calendar for the 2025-26 school year.

TFCE Initial Proposals:

Article XXI:

- TFCE proposed language that would exclude managers from conducting annual evaluations of employees at sites/departments. TFCE further proposed site/department administrators meet with employees to discuss the evaluation prior to evaluations entering personnel files. It was further proposed all evaluation meetings take place during the employees work hours.

Article XVII: Professional Growth

- TFCE proposed a new Article pertaining to professional growth opportunities for classified employees. The intent of the new Article is to grant TFCE members a \$400 stipend for enrolling and completing 12 units annually. Courses would need be directly related to the employee's job classification and would require prior approval.

The Parties will reconvene for negotiations on February 27, 2025.