Travis Unified School District's

NEGOTIATIONS NEWS

Issue #3

TUSD Negotiations with TUTA **March 24, 2025**

The Travis Unified School District remains committed to providing employees, community members, and other interested parties with factual information and updates regarding the District's negotiations with the Travis Unified Teachers Association (TUTA).

During our most recent bargaining session on March 19, 2025, both teams exchanged proposals and discussed key topics, including preparation time for Transitional Kindergarten teachers, release time for 1st grade teachers, common planning time at the elementary level, support for Kindergarten teachers, stipends and salary.

Session Summary and Themes

TUTA's Opening Proposal

TUTA began the day reverting to earlier demands from previous negotiations. TUTA stated that they were not interested in settling for a zero salary increase. TUTA reiterated concerns regarding the District's budget transparency and expressed frustration over what they perceived as misleading financial information.

The District reviewed the budget in detail and answered questions from the TUTA bargaining team.

The District clarified that the Solano County Office of Education provides external oversite of our budget and must approve our three-year budget, which was showing the District in deficit spending and in need of correction.

At the county's direction, the District moved forward with reducing $2 million from the District's budget. The District shared that proposing any ongoing salary increase in addition to ongoing step-and-column increases would be inconsistent with the recent reductions required by the county and approved by the Governing Board.

The teams continued to discuss the articles proposed by TUTA to better understand the needs of both parties.

District's Package Counterproposal

The District responded with a comprehensive package proposal which included:

- TK Preparation Time: TK teachers receive one hundred twenty (120) minutes every ten school days for preparation/planning outside of the student instructional day.
- First-Grade Release Time: A maximum of one day per trimester for required testing.
- Kindergarten Support: Staff member for the first 25 days of school
- Stipends: Addition of flag football coach stipends
- 1% off Schedule Salary Payment: One-time off schedule payment
- Continued step and column increases: Salary continue to be adjusted along agreed upon salary schedule
- Calendar for 2025-2026: A Tentative Agreement with TUTA was signed on May 15, 2024

Next Steps

TUTA shared that they will gather feedback from their membership within the next two weeks before responding to the District's package proposal.

The District remains committed to working collaboratively with our union partners toward a fair and sustainable agreement that balances the needs of our employees while ensuring the District's long-term financial stability.

We appreciate the efforts of both teams to come together and collaborate in an effort to come to agreement.

Team Members

TUTA Team Members:

Mark Nowag, President
Michelle Dysert, Teacher, Cambridge
Erika Fisher, Teacher, Center
Ashely Mourlot, Special Education, Cambridge
David Nadler, Teacher, Golden West

District Team Members:

Deanna Brownlee, Director, Special Education
Lindsay Dalske, Principal, Travis Elementary Gabe Moulaison, Chief Business Officer Vincent Ruiz, Assistant Supt., Human Resources Kristin Shields, Principal, Vanden High School

Next Session

While we are hopeful that an agreement can be reached following TUTA's discussion with its members, the District and TUTA have reserved April 28, 2025 as a potential bargaining date should further negotiations be necessary.