



# Turlock Unified School District

March 25, 2025

## TUSD and CSEA Negotiations Update

This document serves as an update regarding negotiations between the California School Employee Association (CSEA) 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. [This was explained using the analogy of an individual receiving an increase in hourly rate of pay, but a decline in total hours worked.](#) 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 [CSEA 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 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: Layoff Procedures

- The District proposed clarifying language to better describe the order of layoffs based on seniority.
- The District proposed language to create a concurrent notification of employment with vacancy postings to expediate the process.

#### Article XI: Transfer, Assignment, Reassignment, Promotion & Demotions

- The District proposed refining language defining transfer to include changing of vastly different work hours our calendars; proposing to call this a schedule 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.

#### **CSEA Initial Proposals:**

##### Article VI: Hours of Work

- CSEA proposed language that the employee and CSEA shall be provided written notice of change in employee's work schedule five (5) workdays in advance of the effective date.
- CSEA proposed language for overtime and/or extra time offered to bargaining unit members based on district seniority at specified school site and rotated equally by the immediate supervisor to qualified employees within specified classification. It was further proposed that site custodians and subsequently, bargaining members working within a department with the most district seniority shall have the first right of refusal for overtime and/or extra time opportunities at their designated site.

**The Parties will reconvene for negotiations on April 3, 2025.**