Travis Unified School District's

NEGOTIATIONS NEWS

Issue #4

TUSD Negotiations with CSEA — November 19, 2024

The Travis Unified School District is committed to providing community members, employees and other interested individuals with factual information about the District's negotiations with the California School Employees Association.

The teams have met three times over the past five months (July 23, August 23, and November 18, 2024). This week's session was the teams' sixth session.

Sessions Summary and Themes

CSEA and TUSD have resolved several outstanding issues (e.g., leaves and calendars) except vacation (Article 16, 2024-2025 salary and benefits (Articles 17 and 18).

Over the past three sessions, the District has shared data about the District's current economic realities: decreased state funding, declining enrollment, increased expenses that exceed this year's COLA increase; and the District's budget, which clearly identifies an ongoing structural deficit.

The Cost of Living Adjustment (COLA) for this year is 1.07% which represents approximately $764.711 in new, ongoing revenue to the District. This increase, however, is not even enough to cover salary schedule adjustments (i.e., step increases and step and column salary schedule increases) which amount to approximately $1,237,202.

The District has also shared data with CSEA showing a 10-year comparison of salary increases across Solano County school districts. Proudly and deservedly, Travis employees have received higher salary increases than neighboring districts and other districts within the County.

Whenever possible, the District has supported and negotiated total compensation and salary increases, even when neighboring districts could not. The District is not able to do so this year.

At the **November 18th** session, the teams reviewed the First Interim Budget. In addition, as shared at the last Board meeting, the District received a letter from the Solano County Office of Education mandating that the Board take action to address deficit spending. In response, the Governing Board approved a resolution to decrease spending by $2 million for the 2025-26 school year. While the District wants to make cuts as far from the classroom and employees as possible, employee salaries and benefits account for over 80% of the District's budget.

The reality of the District's financial situation is that any additional increase in spending will require cost cutting in excess of the $2 million that must already be cut.

The District's Economic Proposal

Mindful of the challenges described above, the District shared two economic proposal options with CSEA for Articles 17 and 18. Both options will require CSEA to drastically reprioritize its 13.5% total compensation proposal. CSEA has not done so since April 2024. One of the District's proposals included a 1/2 percent off-schedule one-time payment for each unit member.

The Board and District team would very much like to offer more to employees and their families but cannot responsibly do so at this time. As shared by the CSEA team, unit members understand the economic realities facing the District at this time. That understanding is greatly appreciated.

Team Members

CSEA Team Members:
Nadine Patterson, HR Technician & President
Simone Clemenz, Para Educator I
Larry Hogue, Lead Custodian
Dawn Lundholm, Food Service
Tim Montgomery, Library/Media Technician
Mike Rosenquist, Bus Driver
Shawana Grace, CSEA Labor Relations Representative

District Team Members:
Kristyn Andrews, Elementary Principal
Deanna Brownlee, Director, Special Education
Tracey Canady, Supervisor, Operations, Grounds & Maintenance
Diane Johnson, Secondary Assistant Principal
Ana Martinez, Child Nutrition Manager
Gabe Moulaison, Chief Business Officer
Vincent Ruiz, Assistant Supt., Human Resources
Jon Pearl, Attorney, DWK

Next Session

CSEA will meet with their membership and will discuss next steps with the District thereafter. No next date has been scheduled, but the District team looks forward to a reality-based next session with CSEA.