Travis Unified School District's

NEGOTIATIONS NEWS

Issue #5

TUSD Negotiations with CSEA **April 14, 2025**

The Travis Unified School District continues to be committed to providing employees, community members, and other interested parties with factual information and updates regarding the District's negotiations with the California School Employees Association (CSEA).

Bargaining Session – April 9, 2025
During our most recent bargaining session, both teams met and exchanged proposals and engaged in meaningful discussion around the three (3) outstanding articles: Article 16 – Vacation, Article 17 – Salary, and Article 18 - Fringe Benefits. CSEA also introduced a new item for discussion, Article 12 - Layoff and Reemployment.

Session Summary and Tentative Agreements

In response to the District's proposals shared at the November 18, 2024 session, CSEA presented counterproposals to Articles 16, 17, and 18 and introduced Article 12. The following **Tentative Agreements (TA's)** were reached on April 9th:

- Layoff and Reemployment: Updated language to be in compliance with California Education Code 45117
- Vacation: Updated and clarified language related to vacation accrual for employees
- Fringe Benefits: Updated language regarding employees Flexible Benefit Program to include flexible spending accounts and supplemental plan options

District's Counterproposal – Article 17 (Salary)
Following CSEA's counterproposal at the end of the session, the District provided a written response via email that afternoon after the session had ended for the day. The District remains open to continuing this discussion. The current District proposal includes:

- 1% off Schedule Salary Payment: One-time off schedule payment will be issued in the payroll cycle immediately following board approval
- Sub-Article 17.2: Clarification on verification of experience for salary placement and language providing this information to CSEA upon request
- Sub-Article 17.9: Updates to conference and workshop meal reimbursement rates

Prior to this session, the District and CSEA reached tentative agreements on the following:

- Article 10 - Safety Conditions of Employment
- Article 14 - Leaves
- Article 24 - Duration
- 2025-2026 Employee Calendars

Next Steps
We appreciate the continued collaboration and thoughtful engagement of both bargaining teams. The District remains committed to reaching a fair and sustainable agreement that supports our employees while maintaining long-term financial stability.

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
Janice Hunt, CSEA Labor Relations Representative, Intern

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

The District and CSEA have reserved April 30, 2025 as a next bargaining date, should further discussions be needed. We are optimistic that a final agreement can be reached with this remaining item.