*Travis Unified School District's*

# NEGOTIATIONS NEWS

**Issue #6**

**TUSD Negotiations with CSEA** **May 16, 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).

We are happy to announce that the District and TUTA have agreed to a two-year 2024-2025 and 2025-2026 Tentative Agreement (TA).

During our most recent bargaining session on April 30, 2025, both teams met and exchanged proposals and engaged in meaningful discussion around the three (3) outstanding articles: Article 17.1 – Salary, Article 17.2 – Verification of Experience, and Article 17.9 – Meal Reimbursement Rates. The District also shared the option of exploring a multiple-year agreement.

## Session Summary and Tentative Agreements

The District shared that during recent negotiations with our other bargaining partner, a proposal was shared with the District regarding a two-year agreement. This proposal from TUTA included a 1% off schedule salary increase along with articles we have already tentatively agreed on for the current 2024-2025 school year, and a salary and benefits increase equivalent to the full COLA for the 2025-2026 school year effective July 1, 2025. Both teams shared proposals throughout the day and agreed on a two-year 2024-2025 and 2025-2026 Tentative Agreement (TA).

**Tentative Agreements Details**

2025-2026

- 100% of COLA (Cost of Living Adjustment) percentage applied to the salary schedule for the 2025-2026 school year, effective July 1, 2025
- 100% of COLA (Cost of Living Adjustment) percentage applied to medical benefits, effective July 1, 2025

2024-2025

- 1% off Schedule Salary Payment: One-time off schedule payment will be issued in the payroll cycle immediately following board approval
- Safety Conditions: Written reports of violations of safe working conditions will be responded to within five (5) days
- Layoff and Reemployment: Updated language in compliance with California Education Code 45117
- Vacation: Updated and clarified language related to vacation accrual for employees
- Placement on Salary Schedule: Clarification on verification of experience for salary placement and language providing this information to CSEA upon request
- Meal Reimbursement Rate: Updated language to reflect using the General Services Administration (GSA) guidelines

- Reclassification: Additional language regarding timeline for final response and the order reviewed

- Fringe Benefits: Updated language regarding employees Flexible Benefit Program to include flexible spending accounts and supplemental plan options

**Next Steps**
CSEA Leadership will bring this Tentative Agreement to their membership for ratification on Wednesday, May 21, 2025. After ratification by CSEA membership, the District will bring the Tentative Agreement to our Governing board for final approval. This will occur as early as June 10, 2025.

**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