Tahoe Truckee Unified School District and Tahoe Truckee Education Association Tentative Agreement

The following negotiated items established the Tentative Agreement between the Tahoe Truckee Unified School District [TTUSD] and the Tahoe Truckee Education Association [TTEA] together as the "parties" for 2025-2026.

Article 10 - Leaves

10.4.3 Four (4) "discretionary" days shall be provided to unit members out of the existing eleven (11) leave days provided each year in accordance with 10.1.1 of the contract. These days may be used for any reason without disclosure to the District. These discretionary days cannot be used to extend a holiday or vacation period such as winter break or other holidays. 'A maximum of three (3) days may be used consecutively.

Article 13 - Wages

The salary schedule shall be restructured with 21 -steps (see attached) by removing step one, moving all members down a step, applying a one percent 1% increase to all cells with the exception of Column 7, (new) step 21, a three percent (3%) increase shall be applied. The overall value of this increase is **two and ninety-two hundredths of a percent (2.92%)** to the certificated salary schedule retroactive to July 1, 2025.

All eligible members shall receive a one time off schedule bonus of **$1,200** prorated by FTE.

Article 12 - Health and Welfare Benefits

The District's annual health benefit contribution to all eligible members and all tiers shall be increased by eight and one half percent (8.5%) which shall be prorated by FTE. The value of the increase to Article 12 is **sixty-five hundredths of a percent (.65%)**

Effective October 1, 2025:
Employee Only (Single) $11,447.84 ($1,040.71 per month for eleven (11) months)
Employee + One (1) $13,167.56 ($1,197.05 per month for eleven (11) months)
Employee + Family $17,835.23 ($1,621.38 per month for eleven (11) months)

Article 13 - Wages under Academic and Support Stipends

If the property tax increase received in 2026-2027 is greater than the projected three and twenty-five hundreds of a percent (3.25%), the following stipends shall be increased as follows. The value of the increase to the stipends is thirty-five hundredths of a percent (.35%) retroactive to July 1, 2026.

504 Plan Coordinator(s)

- Base stipend: **$2,000 per coordinator**

13.5 Special Education Stipend

- The District shall provide a **$3,000 annual stipend** (prorated for partial FTE) to each individual assigned as a Resource Specialist, Speech and Language Pathologist, Adaptive PE Teacher, Visually Impaired Teacher, Deaf and Hard of Hearing Teacher, or Special Day Class Teacher, provided the individual holds a provisional, preliminary, or clear California special education credential or Resource Specialist certification.

    - **Release Time:** Each qualifying unit member under this section shall be entitled to **three (3) release days per school year** for the purpose of completing mandated assessments, IEP preparation, and required compliance-related reporting. Release days shall be scheduled in consultation with the site administrator to minimize disruption to student services.

13.X.3 Enrollment-Based Stipends (add to stipend grid)

The following stipends are tied to overall school enrollment: **(The official enrollment count taken on CBEDS day which is the first Wednesday in October shall be used.)**

Formula:

$$\text{Stipend} = \left(\frac{\text{Official Site Enrollment}}{100}\right) \times \text{Base Rate}$$

- **LITES**: $500 per 100 students (minimum $1,000)
- **Middle School** Student Activities Coordinator: $500 per 100 students (minimum $1,000)
- **Link Crew Coordinator**: $500 per 100 students (minimum $1,000)
- **Athlete Committed Coordinator**: $500 per 100 students (minimum $1,000)
    - If this formula causes a reduction in stipend, any unit unit member currently this stipend shall not have their stipend lowered due to this formula for the 2026-2027 school year only.
- **SST/SART Coordinator**: $500 per 100 students (minimum $1,000)

The increase to Articles 12 and 13 shall apply to all certificated employees who are employed as of the date of ratification by TTEA.

The parties agree that this tentative agreement completes negotiations for Articles 12 and 13 for the 2025-2026 school year. The parties shall continue to meet and negotiate on any remaining openers or items of mutual interest.

Dated: 10/1/2025

For the Association:

Paula Bossler, Lead Negotiator

Dated: 10/1/2025

For the District:

Michael Shepherd, Executive Director, HR

Kerstin Kramer, Superintendent Chief Learning Officer

Approved by the Board: _____

Ratified by TTEA: _____