**Travis Unified School District's**
**Initial Proposal to the**
**Travis Unified Teachers' Association**
**2026-2027 Reopener Negotiations**
**February 10, 2026**

This is the Travis Unified School District's (District) initial proposal to the Travis Unified Teachers' Association (Association), for 2026-2027 reopener negotiations.

Before commencing negotiations, Government Code section 3547 requires the District and Association to present their initial proposals at a public meeting, and to afford the public the opportunity to be informed about and to express itself on those proposals ("the sunshining process"). State law also requires the Governing Board to adopt its initial proposals.

These negotiations are limited to Salary and Fringe Benefits (Article 18), calendar, and one additional Article selected by each side.

The District is intent on working with the Association to develop a shared understanding of the District's fiscal realities and challenges; to address negotiable issues that further support employees' economic and professional well-being; and, to continue, strengthen and preserve essential programs and services that further student success, learning and achievement.

The District remains committed to good-faith bargaining and to working cooperatively with the Association to reach agreements that balance employee needs with the District's obligation to maintain sound fiscal stewardship on behalf of students, staff, and the community.

The District offers the following initial proposals:

**Article 18: Salary and Benefits**
The District proposes to negotiate total compensation adjustments that are fiscally responsible and sustainable and that further the short and long term needs of our students and community.

**2026-2027 and 2027-2028 Calendar**
The District proposes to negotiate calendars for the 2026-2027 and 2027-2028 school years.

**Appendix B – Peer Assistance & Review (PAR)**
The District proposes to update Appendix B to replace outdated references to the Beginning Teacher Support and Assessment (BTSA) program with Teacher Induction, language consistent with current Commission on Teacher Credentialing terminology and standards and to ensure that items are compliant with CalSTRS reporting requirements.

The District reserves its right to introduce new subjects of negotiations during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d). The District looks forward to professional, efficient and good faith negotiations with the Association.