MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
TRAVIS UNIFIED TEACHERS ASSOCIATION (TUTA) AND
TRAVIS UNIFIED SCHOOL DISTRICT (TUSD)
CATASTROPHIC LEAVE WITHDRAWLS FROM THE BANK
FOR 2025-2026 SCHOOL YEAR

The Travis Unified Teachers Association and the Travis Unified School District acknowledge that the requirement of 10 consecutive days of leave prior to accessing Catastrophic Leave is not in the best interest of students in this circumstance.

Therefore, both parties agree to a one-time modification specific to the case of Employee ID #1060 for the 2025–26 school year. Under this modification, Employee ID #1060 shall be permitted to use her required 10 days of leave on a non-consecutive basis prior to utilizing Catastrophic Leave.

This agreement applies only to this individual case and does not establish precedent.

Existing language in the Collective Bargaining Agreement states:

8.11.3.1
To qualify for withdrawal from the Bank, a catastrophic illness or injury must be one that incapacitates the unit member for over ten (10) consecutive duty days or incapacitates a member of the unit member's family for over ten (10) consecutive days which requires the unit member to take time off work to care for that family member.

8.11.3.4
The first ten (10) duty days of illness or disability must be covered by the participant's own sick leave, differential leave, or leave without pay the first time said participant qualifies for a withdrawal from the Bank. For subsequent withdrawals, within twelve (12) consecutive months, the first five (5) duty days of illness must be covered by the participant's own sick leave, differential leave, or leave without pay.

Agreement:

This Memorandum of Understanding maintains the existing language of Articles 8.11.3.1 and 8.11.3.4 and, by exception, permits Employee ID #1060 to satisfy the requirement of 10 days of leave on a non-consecutive basis for the 2025–2026 school year only.

This exception is limited to this case and does not modify or establish precedent for future application of the cited articles.

January 21, 2026

For TUTA:

Mark Nowag
TUTA President

For TUSD:

Vincent Ruiz
Assistant Superintendent, Human Resources