Travis Unified School District's

NEGOTIATIONS NEWS

2026-2027 REOPENER BARGAINING

Issue #1

TUSD Negotiations with TUTA **March 13, 2026**

Purpose

The Travis Unified School District (TUSD) is committed to providing community members, employees and other interested individuals with factual updates following each bargaining session with the Travis Unified Teachers Association (TUTA).

Both teams met on March 10th for 2026-2027 reopeners. We agreed to bring forward Article 18 – Salary and Benefits, instructional calendar and one additional article. These items were sunshined at the February 10th Governing Board meeting.

Budget Summary

The District provided a budget summary presentation that included the following revenue and district commitments:

COLA- 2.41%	$	1,538,723
Attrition	$	120,000
Step/Column	$	(808,744)
PERS	$	47,560
Remainder	$	897,539

TUTA Proposals

- Secondary Common Planning Time:
  - Increase to weekly common planning with all new days teacher-directed
- Compensation:

TUTA's total request is equal to at least an 8.35% (over $3 million) ongoing cost;

Predictable Costs:

- 3.0% salary increase to all rates and schedules
- 1.0% longevity salary increase at 20 years
- 0.5% salary increase for mandated training
- 2.0% communication and travel stipend for District Nurses
- Double medical contribution ($640 to $1,287 per month / $7,680 to $15,444 annually)
- Double In-lieu stipend ($225 to $450 per month / $2,700 to $5,400 annually)
- Athletic Director FTE increase from 0.2 FTE to 0.8 FTE

Unknown Costs:

- Restructure salary schedule that would increase costs in addition to the 8.35% cost above

District Proposals & Reponses

Article 7:

- Proposed aligning CPD and staff meetings structures with elementary language to provide consistency across the CBA

District Proposals & Reponses (continued)

Article 18 (Compensation)

- Shared that ongoing funds are limited to ≈ 1% due to budget constraints shared above
- Offered 1% ongoing
- Flexibility to apply it to salary, benefits, mandated training, or a one-time combination
- Noted that one-time funds could support a one-time payment higher than 1% ongoing
- Proposed a $30 per month cell-phone/communication stipend for District Nurses equal to what other groups receive

Calendar

- The District proposed forming a committee to examine calendar options for 2027-2028

Appendix B – Induction Language

- The District identified outdated BTSA/PAR references and expressed a shared interest in updating the language to more accurately reflect our current program and support of new teachers

Highlights

- District emphasized that its goal is to provide the full actual COLA when possible and acknowledged that COLA is already absorbed by required commitments such as step & column increases for our employees
- TUTA expressed concerns about compensation competitiveness, rising medical costs, and statewide budget
- Both teams discussed CPD scheduling impacts on instructional minutes

Next Session(s)

Following the March 10, 2026 bargaining session, TUTA shared additional feedback and communicated a preference to revisit negotiations after the Governor's May Budget Revision. The District has provided proposed bargaining dates and remains committed to continuing negotiations.

The District sent the following potential dates to TUTA for our next bargaining session, all of which are scheduled to take place prior to the Governor's May Budget Revision:

- 3/27/26 (TBD)
- 4/20/26 (TBD)

Bargaining Team Members

<u>TUTA Team Members:</u>

Mark Nowag, President
Renee Brasher, Special Education Teacher, Vanden
Michelle Dysert, Teacher, Cambridge
Erika Fisher, Teacher, Center
Ashely Mourlot, Special Education Teacher, Foxboro
David Nadler, Teacher, Golden West

<u>District Team Members:</u>

Deanna Brownlee, Director, Special Education
Lindsay Dalske, Principal, Travis
Nick Girimonte, Assist. Supt., Educational Services
Gabe Moulaison, Chief Business Officer
Vincent Ruiz, Assist. Supt., Human Resources
Kristin Shields, Principal, Vanden