Travis Unified School District's

NEGOTIATIONS NEWS

2026-2027 REOPENER BARGAINING

Issue #2

TUSD Negotiations with TUTA **April 2, 2026**

Purpose

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

The District and TUTA met on March 27, 2026, for the second bargaining session for the 2026-2027 reopener negotiations. Topics discussed included Article 7 (working conditions), Article 18 (salary and benefits), Athletic Director release time, stipends, and health benefits.

TUTA's Budget Presentation & District's Clarification

- TUTA introduced a budget presentation stating:
  - There are large differences between interim budget reports and actual year-end expenditures for 2024/25
  - Projected reserves are 21 or 22%
  - The District is estimating attrition savings too low, it could be over $400k
  - Management step increase is 5%
  - Other districts are settling for 100% of coverage for health benefits
  - Last year TUTA gave up COLA

- The District responded to the presentation by clarifying:
  - Budget and actual expenditure differences were due to timing. The money was spent after June 30, so it was included in 2025/26
  - Retirement saving is difficult to project and could be as low as $120k
  - Step increases for TUTA, CSEA, and Management are about 4%, with the last few steps at about 1%.
  - Other districts are in serious financial trouble and our District does not know how other districts can fully fund health benefits. Mark agreed.

TUTA's Counter Proposal

Article 7 – Working Conditions

- Common Planning Time (CPT): TUTA did not propose any changes to the CPT
- Athletic Director: Regarding release time, TUTA returned to its original proposal from the first bargaining session to increase release time from 20% FTE to 80% FTE.

Article 18 – Salary, Benefits, and Stipends

- TUTA's counter to the District's proposal included much of their original salary and benefits proposal from the first bargaining session with an ask greater than 8.35%:
  - 3.0% ongoing salary increase
  - 1.0% longevity increase at 20 years
  - 2.0% District Nurse stipend
  - Double medical contribution ($640 to $1,287 per month / $7,680 to $15,444 annually)
  - Adjustments to the salary schedule
- TUTA added new items:
  - Two additional required workdays for the 2026-2027 school year
  - Additional stipend requests
    - 5.0% new Link Crew stipend
    - Increased Middle School Robotics stipend from 3% to 4.5%

District's subsequent counter proposal

Article 18 – Salary, Benefits, and Stipends

The District's packaged counter proposal:

- 1% ongoing towards benefits
  - TUTA stated that health benefits are a priority. In response, the District moved the 1% ongoing increase from salary to health benefits

District's proposal (cont.)

- 1% one-time salary increase
    - Included TUTA's concept of adding 2 additional work-days for a one-time salary increase to expire at the end of the 2026-2027 school year as part of the District's package proposal
- Add a $30 monthly cell phone allowance for District Nurses with continued mileage reimbursement

The District clarified that TUTA has the flexibility to prioritize and apply the ongoing and one-time offers towards salary, benefits, stipends, positions such as Athletic Director and District Nurse, or as they see fit

Article 7 – Working Conditions

- Common Planning Time (CPT): The District proposed language to align staff meeting and CPT contract language between Golden West and Vanden to promote consistency across the Collective Bargaining Agreement.
- Athletic Director: The District countered by offering to double the current allocation for Athletic Director from 20% FTE to 40% FTE total release time, which may be assigned to one or split between two individuals

Health Benefits

TUTA emphasized the importance of improving medical benefits and expressed concerns about the District's current benefit structure relative to neighboring districts.

The District shared that participation in alternative benefit pools or JPA's is currently limited due to cash-in-lieu participation and shared an interest with TUTA in exploring alternative benefit packages, with the understanding that it would require further study and collaboration amongst our employee groups. The District is open and enthusiastic about exploring this with our employee partners.

Summary

TUTA's proposals regarding salary and benefits remained largely unchanged from our first bargaining session and included additional cost items, resulting in a higher overall percentage increase. The District remains committed to bargaining in good faith and shared counterproposals that are consistent with our financial limitations.

The District is awaiting TUTA's next set of counterproposals following additional discussion.

Next Session(s)

Future bargaining dates remain tentative. The District has expressed its willingness to continue negotiations when TUTA is prepared to do so.

The District has proposed the following date and is prepared to offer alternative dates if needed. The below date is being considered by TUTA:

- 4/20/26 (TBD)

Bargaining Team Members

TUTA Team Members:

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

District Team Members:

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