Tahoe Truckee Unified School District and Tahoe Truckee Education Association
Tentative Agreement
December 3, 2024, Tentative Agreement (Corrected 12/9/24)

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 2024-2025.

Article 12
Ongoing, effective January 1, 2025.

The parties agree to an 11.0% increase to the benefit cap across all tiers (equivalent to 0.8% increase in overall salary). This adjustment will fully cover the cost of the lowest-cost PPO plan for Employee Only (Single). Additionally, it aims to reduce the financial burden on those with Employee + One (1) and Employee + Family plans, helping to offset the maximum out-of-pocket cost of $13,481.24 for the Employee + Family tier by $1,628.99.

Effective January 1, 2025

Employee Only (Single)	$10,551 ($959.18 per month for eleven (11) months)
Employee + One (1)	$12,136 ($1,103.27 per month for eleven (11) months)
Employee + Family	$16,438 ($1,494.36 per month for eleven (11) months)

Article 13
Certificated Salary Schedule and Stipends

The parties agree to a retroactive, effective July 1, 2024, 22-step restructured salary schedule that unfreezes cells in columns 3-7 and has an increased cost of 3.35% (see attached schedule) to the certificated salary schedule. Additionally, adding the approximate one-tenth (0.1%) increase to the stipend schedules separate from the salary schedule increase.

Language Changes

13.2.3 Former TTUSD certificated employees who return to TTUSD employment in a bargaining unit position after a break in service, shall be granted all past years of TTUSD service credit for initial salary schedule placement (Example: Former TTUSD employee who completed 13 years of service for the District and returns to employment, would be placed on Step 14 of the Certificated Salary Schedule).

~~13.8 Longevity Increments~~

~~The District shall provide for longevity increments on the basis of service at the 15th, 18th, 21st and 25th consecutive years of service at the columns and amounts indicated on the salary schedule.~~

13.15 Other Compensation

A unit member may earn extra compensation outside the professional workday schedule:

- $500 one-time payment for certificated staff completing certification for a CTE Pathway, Dual Enrollment, or School Nurse Services Credential

13.17 Teacher Coverage

In cases where staff volunteer to fill in to provide teacher coverage in lieu of a substitute during their preparation period or in the case of a non-classroom-based certificated employee such as a counselor, SLP, etc. who are giving up time in their regular schedule, the Parties agree that these unit members will be compensated at the rate of $90/hour for taking an entire class or their share of that amount, to be no less than $30.00/hour if a class is divided into three or more rooms. In the case of a non-classroom-based certificated employee such as a counselor, SLP, etc. are giving up time in their schedule. Non-classroom-based certificated employees who cover a class for the day at a non-periodized school will be compensated at the rate of $90 for the day.

13.18 Teacher assigned to teach a class or section in addition to full-time employment status

13.18.1 If the school operates on a 6-period day, the teacher would be paid an additional 20% of his or her daily rate.

13.18.2 If the school operates on a 4-period block schedule, the teacher would be paid an additional 33.33% of his/her daily rate.

HIGH SCHOOL ATHLETICS EXTRA PAY SCHEDULES
Stipend: Dollar Amount or % of Current Salary Schedule as Referenced in Increment Schedule

Athletic Director	12% & 2 Release Period for 4X4 Block Schedule and 4 Release Periods for 6 Period or Modified Block Day
Cheerleading	[1] Coach 8%
~~Intramural Athletic Director~~	~~8%~~
Snowboarding	[1] Coach Only 8% Men/Women Combined

Swimming	[1] Coach Only 8% Men/Women Combined
Swimming (if team is > 25)	[1] Assistant $2,000

HIGH SCHOOL MUSIC/DRAMA/ACADEMICS EXTRA PAY SCHEDULE Dollar Amount or % of Current Salary Schedule as Referenced in Increment Schedule
SST/SART Coordinator $1,000 Per Coordinator
504 Coordinator $1,000 Per Coordinator.

MIDDLE SCHOOL ATHLETIC EXTRA PAY SCHEDULE **Dollar Amount or % of Current Salary Schedule as Referenced in Increment Schedule**
Athletic Director 4%

MIDDLE SCHOOL ACADEMIC EXTRA PAY SCHEDULE **Dollar Amount or % of Current Salary Schedule as Referenced in Increment Schedule**
SST/SART Coordinator $1,000 Per Coordinator

504 Coordinator $1,000 Per Coordinator.

ELEMENTARY ACADEMIC EXTRA PAY SCHEDULE
~~Lites [iLearn] $2,000~~ (no longer funded)
504 Coordinator $1,000 Per Coordinator.
EL Coordinator $1000
Music/Drama Performance $1000 (for performances outside of the school contract day and use of prep for rehearsals)

Dated: 12/10/24

For the Association:

Paula Bossler, Lead Negotiator

Dated: 12/9/2024

For the District:

Michael Shepherd, Executive Director, HR

Kerstin Kramer, Superintendent Chief Learning Officer

Approved by the Board: _____

Ratified by TTEA: _____

2024 - 2025 TTEA Proposed Salary Schedule (Draft)

	Column - annual salary					
	02	03	04	05	06	07
Step	Prov Perm	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90
01	66,810	67,675	70,382	73,194	76,124	79,168
02	66,810	70,382	73,194	76,124	79,168	82,338
03	66,810	73,194	76,124	79,168	82,338	85,629
04	66,810	76,124	79,168	82,338	85,629	89,055
05	66,810	79,168	82,338	85,629	89,055	92,616
06	66,810	85,080	85,629	89,055	92,616	96,322
07	66,810	85,080	89,055	92,616	96,322	100,174
08	66,810	85,080	90,391	96,322	100,174	104,184
09	66,810	85,080	91,747	97,767	104,184	108,346
10	66,810	85,080	93,123	99,233	105,747	109,971
11	66,810	85,080	94,520	100,722	107,333	111,621
12	66,810	85,080	95,700	102,233	108,346	112,685
13	66,810	85,080	95,700	103,766	109,971	114,375
14	66,810	85,080	95,700	105,323	111,621	116,091
15	66,810	85,080	95,700	107,653	112,685	117,187
16	66,810	85,080	95,700	107,653	114,375	118,945
17	66,810	85,080	95,700	107,653	116,091	120,729
18	66,810	85,080	95,700	107,653	117,187	121,883
19	66,810	85,080	95,700	107,653	118,945	123,711
20	66,810	85,080	95,700	107,653	120,729	125,567
21	66,810	85,080	95,700	107,653	125,942	128,657
22	66,810	85,080	95,700	107,653	125,942	138,430