

APPLE BLOSSOM • ORCHARD VIEW • SUNRIDGE • TWIN HILLS



Twin Hills School District

SEBASTOPOL, CALIFORNIA

AB1200
Collective Bargaining
Agreement

2025/26 – 2026/27

Sonoma County Office of Education

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Twin Hills Union School District
Name of Bargaining Unit:	THTA: Twin Hills Teacher's Association & 'Me Too'
Certificated, Classified, Other:	Certificated, Classified, Confidential and Management

The proposed agreement covers the period beginning: **July 1, 2025** (date) and ending: **June 30, 2027** (date)

The Governing Board will act upon this agreement on: **April 9, 2026** (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

#	Compensation	Annual Cost Prior to Proposed Agreement 2nd Interim 2025-26 FY 2025-26 2nd	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2025-26	Year 2 Increase/(Decrease) FY 2026-27	Year 3 Increase/(Decrease) FY 2027-28
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 8,865,381	\$ 221,583	\$ 452,881	\$ 461,939
			0.00%	4.98%	4.84%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 129,015	\$ 500	\$ 30,100	\$ 30,100
		\$	0.39%	23.24%	18.86%
	Description of other compensation		Additional Stipends	Additional Stipends	Additional Stipends
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 2,933,249	\$ 68,605	\$ 92,638	\$ 92,638
			2.339%	3.09%	2.99%
4	Health/Welfare Plans	\$ 1,247,723	\$ 11,200	\$ 11,760	\$ 11,760
			0.90%	0.93%	0.93%
5	Total Compensation - Add Items 1 through 4 to equal 5	\$ 13,175,368	\$ 301,888	\$ 587,379	\$ 596,437
			2.291%	FTE	4.24%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 177,308	\$ 4,432	\$ 9,058	\$ 9,239
7	Total Number of Represented Employees (Use FTEs if appropriate)	114.57			
8	Total Compensation Average Cost per Employee	\$ 114,999	\$ 2,635	\$ 5,127	\$ 5,206
			2.291%	4.36%	4.24%

Twin Hills Union School District

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

For all staff (certificated, classified, confidential and management), an on-schedule increase of 2.30% retro to July 1, 2025- June 30, 2026. Effective July 1, 2026 - June 30, 2027, for all staff (certificated, classified, confidential and management), an on-schedule increase of COLA (currently proposed at 2.41%).

10. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)

No changes to range or columns on any of the salary schedules.

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

12. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No

If yes, please describe the cap amount.

Cap increase from \$14,520 annually to \$15,360 for the period of October 2025 - September 2026. Cap increase from \$15,360 to \$16,200 for the period of October 2026 -September 2027.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

1) Certificated work year moved from 186 days to 185 days, which equates to a .5% wage increase not captured on page 1. Hourly pay increased from \$35 per hour to \$50 per hour effective March 2nd 2026. Additional hourly pay now includes ELOP learning sessions, ELOP summer programming, SST participant and 504 participant. Additional stipends effect at ratification (4/9/2026) include; up to two hours of additional hourly pay for every short term independent study contract processed by teachers at the primary level, and 30mins of additional hourly pay at the middle school level, increase to behavior support stipend from \$750 per year to \$1,000, new SST coordinator stipend of \$2,000 per year, new IEP Coordinator stipend of \$2,000 per year, new 504 Facilitator stipend of \$2,000 per year, new overnight FT participant stipend of \$250 per night (previously subject to OT), new Overnight Coordinator Stipend of \$300 per trip. \$10 increase in lost prep pay. Class size overages for the Orchard View Hybrid learning; caseload increases from 22 students to 25 students, full-time FTE based on class load/caseload. Overages move from \$4.5 per day to \$10 per day, and at the secondary level from \$4.5 per day to \$2.00 per period per day.

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Positive impact to our salary schedule as we strive to remain competitive in the Sonoma County region. The board Board of Trustee's as well as District Administration strive to support THUSD teachers and staff with annual salary increases. Administrative staff will make necessary adjustments to staffing levels based on enrollment levels throughout the District as well as examining the success of District initiatives and programs.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

Reopeners in 2027-28; compensation and benefits.

E. Will this agreement create or increase deficit financing in the current or subsequent year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The District is currently in a pattern of Deficit spending which the Board is working closely with the Administrative team to right size. The current tentative agreement will increase the continued deficit spending in all years of the multi-year projection. The current fund balance is large enough to support the added compensation increase while maintaining a positive certification, but the District will not be able to meet BP 3100 Board designated reserve level of 17%.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

NA

G. Source of Funding for Proposed Agreement:

1. Current Year

Fund Balance

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Fund Balance

Twin Hills Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/12/2026)	Adjustments as a Result of Settlement for 2025-26	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 13,590,757	\$ -	\$ -	\$ 13,590,757
Remaining Revenues (8100-8799)	\$ 2,318,182	\$ -	\$ -	\$ 2,318,182
TOTAL REVENUES	\$ 15,908,939	\$ -	\$ -	\$ 15,908,939
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,207,064	\$ 143,262	\$ -	\$ 6,350,326
Classified Salaries (2000-2999)	\$ 2,300,663	\$ 52,915	\$ -	\$ 2,353,578
Employee Benefits (3000-3999)	\$ 3,497,011	\$ 62,838	\$ -	\$ 3,559,849
Books and Supplies (4000-4999)	\$ 536,284	\$ -	\$ -	\$ 536,284
Services, Other Operating Expenses (5000-5999)	\$ 2,117,824	\$ -	\$ -	\$ 2,117,824
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 161,297	\$ -	\$ -	\$ 161,297
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 14,820,143	\$ 259,015	\$ -	\$ 15,079,158
OPERATING SURPLUS/(DEFICIT)	\$ 1,088,796	\$ (259,015)	\$ -	\$ 829,781
Transfers In and Other Sources (8910-8979)	\$ 1,806,270	\$ -	\$ -	\$ 1,806,270
Transfers Out and Other Uses (7610-7699)	\$ 1,817,000	\$ -	\$ -	\$ 1,817,000
Contributions (8980-8999)	\$ (2,154,893)	\$ -	\$ -	\$ (2,154,893)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,076,827)	\$ *	\$ -	\$ (1,335,842)
BEGINNING BALANCE	\$ 3,796,934			\$ 3,796,934
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 2,720,107	\$ (259,015)	\$ -	\$ 2,461,092
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9750)	\$ 9,000	\$ -	\$ -	\$ 9,000
Reserved for Economic Uncertainties (9770)	\$ 734,253	\$ 7,309	\$ -	\$ 741,562
Designated Amounts (9775-9780)	\$ 1,976,854	\$ (269,376)	\$ -	\$ 1,707,478
Unappropriated Amount (9790)	\$ 0	\$ 3,052	\$ -	\$ 3,052

* Please see question on page 7.

Twin Hills Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/12/2026)	Adjustments as a Result of Settlement for 2025-26	Other Revisions for 2026-27	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 135,800	\$ -	\$ -	\$ 135,800
Remaining Revenues (8100-8799)	\$ 1,597,522	\$ -	\$ -	\$ 1,597,522
TOTAL REVENUES	\$ 1,733,322	\$ -	\$ -	\$ 1,733,322
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 447,619	\$ 8,929	\$ -	\$ 456,548
Classified Salaries (2000-2999)	\$ 406,796	\$ 8,750	\$ -	\$ 415,546
Employee Benefits (3000-3999)	\$ 683,961	\$ 16,967	\$ -	\$ 700,928
Books and Supplies (4000-4999)	\$ 347,656	\$ -	\$ -	\$ 347,656
Services, Other Operating Expenses (5000-5999)	\$ 2,122,173	\$ -	\$ -	\$ 2,122,173
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 12,090	\$ -	\$ -	\$ 12,090
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 4,020,295	\$ 34,646	\$ -	\$ 4,054,941
OPERATING SURPLUS (DEFICIT)	\$ (2,286,973)	\$ (34,646)	\$ -	\$ (2,321,619)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 2,154,893	\$ -	\$ -	\$ 2,154,893
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (132,080)	\$ * (34,646)	\$ -	\$ (166,726)
BEGINNING BALANCE	\$ 584,363			\$ 584,363
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 452,283	\$ (34,646)	\$ -	\$ 417,637
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 452,283	\$ (34,646)	\$ -	\$ 417,637
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amount (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

Twin Hills Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/12/2026)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ 13,726,557	\$ -	\$ -	\$ 13,726,557
Remaining Revenues (8100-8799)	\$ 3,915,704	\$ -	\$ -	\$ 3,915,704
TOTAL REVENUES	\$ 17,642,261	\$ -	\$ -	\$ 17,642,261
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 6,654,683	\$ 152,191	\$ -	\$ 6,806,874
Classified Salaries (2000-2999)	\$ 2,707,459	\$ 61,665	\$ -	\$ 2,769,124
Employee Benefits (3000-3999)	\$ 4,180,972	\$ 79,805	\$ -	\$ 4,260,777
Books and Supplies (4000-4999)	\$ 883,940	\$ -	\$ -	\$ 883,940
Services, Other Operating Expenses (5000-5999)	\$ 4,239,997	\$ -	\$ -	\$ 4,239,997
Capital Outlay (6000-6599)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 173,387	\$ -	\$ -	\$ 173,387
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
Other Adjustments				
TOTAL EXPENDITURES	\$ 18,840,438	\$ 293,661	\$ -	\$ 19,134,099
OPERATING SURPLUS (DEFICIT)	\$ (1,198,177)	\$ (293,661)	\$ -	\$ (1,491,838)
Transfer In and Other Sources (8910-8979)	\$ 1,806,270	\$ -	\$ -	\$ 1,806,270
Transfers Out and Other Uses (7610-7699)	\$ 1,817,000	\$ -	\$ -	\$ 1,817,000
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,208,907)	\$ *	\$ -	\$ (1,502,568)
BEGINNING BALANCE	\$ 4,381,297			\$ 4,381,297
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 3,172,390	\$ (293,661)	\$ -	\$ 2,878,729
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$ 461,283	\$ (34,646)	\$ -	\$ 426,637
Reserved for Economic Uncertainties (9770)	\$ 734,253	\$ 7,309	\$ -	\$ 741,562
Designated Amounts (9775-9780)	\$ 1,976,854	\$ (269,376)	\$ -	\$ 1,707,478
Unappropriated Amount - Unrestricted (9790)	\$ 0	\$ 3,052	\$ -	\$ 3,052
Unappropriated Amount - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties Percentage	4.02%			4.02%

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Child Development Fund

Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/12/2026)	Adjustments as a Result of Settlement 2025-26	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 360,820	\$ -	\$ -	\$ 360,820
TOTAL REVENUES	\$ 360,820	\$ -	\$ -	\$ 360,820
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 299,118	\$ 6,880	\$ -	\$ 305,998
Employee Benefits (3000-3999)	\$ 71,272	\$ 2,510	\$ -	\$ 73,782
Books and Supplies (4000-4999)	\$ 27,220	\$ -	\$ -	\$ 27,220
Services, Other Operating Expenses (5000-5999)	\$ (27,990)	\$ -	\$ -	\$ (27,990)
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 369,620	\$ 9,390	\$ -	\$ 379,010
OPERATING SURPLUS (DEFICIT)	\$ (8,800)	\$ (9,390)	\$ -	\$ (18,190)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ (30,000)	\$ -	\$ -	\$ (30,000)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 21,200	\$ *	\$ -	\$ 11,810
BEGINNING BALANCE	\$ 94,366			\$ 94,366
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 115,566	\$ (9,390)	\$ -	\$ 106,176
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9711)	\$ 4,000	\$ -	\$ -	\$ 4,000
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Board Designated Amounts (9780)	\$ 111,566	\$ 610	\$ -	\$ 112,176
Unappropriated Amounts (9790)	\$ -	\$ (10,000)	\$ -	\$ (10,000)

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Cafeteria Fund

Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 3/12/2026)	Adjustments as a Result of Settlement 2025-26	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 377,000	\$ -	\$ -	\$ 377,000
TOTAL REVENUES	\$ 377,000	\$ -	\$ -	\$ 377,000
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 58,536	\$ 1,346	\$ -	\$ 59,882
Employee Benefits (3000-3999)	\$ 34,619	\$ 491	\$ -	\$ 35,110
Books and Supplies (4000-4999)	\$ 231,400	\$ -	\$ -	\$ 231,400
Services, Other Operating Expenses (5000-5999)	\$ 139,350	\$ -	\$ -	\$ 139,350
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 463,905	\$ 1,837	\$ -	\$ 465,742
OPERATING SURPLUS (DEFICIT)	\$ (86,905)	\$ (1,837)	\$ -	\$ (88,742)
Transfers In and Other Sources (8910-8979)	\$ 87,000	\$ 2,000	\$ -	\$ 89,000
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ 95	\$ *	\$ -	\$ 258
BEGINNING BALANCE	\$ 13,126			\$ 13,126
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 13,221	\$ 163	\$ -	\$ 13,384
COMPONENTS OF ENDING BALANCE:				
Revolving Cash (9711)	\$ 4,000		\$ -	\$ 4,000
Reserved for Economic Uncertainties (9770)	\$ -	\$ -	\$ -	\$ -
Board Designated Amounts (9775-9780)	\$ 9,221	\$ 163		\$ 9,384
Unappropriated Amounts (9790)	\$ -	\$ -	\$ -	\$ -

* Please see question on page 7.

Twin Hills Union School District

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Bargaining Unit: **Certificated, Classified, Confidential & Mangement**

	Current Year	Year 2	Year 3
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$ 13,726,557	\$ 13,836,655	\$ 14,218,683
Remaining Revenues (8100-8799)	\$ 3,915,704	\$ 3,514,743	\$ 3,558,008
TOTAL REVENUES	\$ 17,642,261	\$ 17,351,398	\$ 17,776,691
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 6,806,874	\$ 6,807,636	\$ 6,942,502
Classified Salaries (2000-2999)	\$ 2,769,124	\$ 2,610,309	\$ 2,661,967
Employee Benefits (3000-3999)	\$ 4,260,777	\$ 4,247,823	\$ 4,338,693
Books and Supplies (4000-4999)	\$ 883,940	\$ 455,122	\$ 463,370
Services, Other Operating Expenses (5000-5999)	\$ 4,239,997	\$ 3,738,139	\$ 3,814,372
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 173,387	\$ 223,390	\$ 223,390
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 19,134,099	\$ 18,082,419	\$ 18,444,294
OPERATING SURPLUS (DEFICIT)	\$ (1,491,838)	\$ (731,021)	\$ (667,603)
Transfers In and Other Sources (8910-8979)	\$ 1,806,270	\$ 1,794,550	\$ 1,694,550
Transfers Out and Other Uses (7610-7699)	\$ 1,817,000	\$ 1,819,000	\$ 1,717,000
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,502,568)	\$ (755,471)	\$ (690,053)
BEGINNING BALANCE	\$ 4,381,297	\$ 2,878,729	\$ 2,123,258
CURRENT-YEAR ENDING BALANCE	\$ 2,878,729	\$ 2,123,258	\$ 1,433,205
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$ 426,637	\$ 573,080	\$ 720,887
Reserved for Economic Uncertainties - Unrestricted (9770)	\$ 741,562	\$ 698,752	\$ 711,955
Reserved for Economic Uncertainties - Restricted (9770)	\$ -	\$ -	\$ -
Board Designated Amounts - Unrestricted (9775-9780)	\$ 1,707,478	\$ 851,426	\$ 363
Board Designated Amounts - Restricted (9775-9780)	\$ -	\$ -	\$ -
Unappropriated Amounts - Unrestricted (9790)	\$ 0	\$ -	\$ -
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -

WARNING: 9790 entries must be positive

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		Current Year	Year 2	Year 3
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 18,528,326	\$ 17,446,359	\$ 17,776,431
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	4.00%	4.00%	4.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$50,000)	\$ 741,133	\$ 697,854	\$ 711,057

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$ 741,562	\$ 698,752	\$ 711,955
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 0	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$ 352,148	\$ 364,148	\$ 376,148
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,093,710	\$ 1,062,900	\$ 1,088,103
f.	Reserve for Economic Uncertainties Percentage	5.90%	6.09%	6.12%

3. Do unrestricted reserves meet the state minimum reserve amount?

Current Year	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 2	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Year 3	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5 on Page 1 (i.e., increase was partially budgeted), explain the variance below:

Page 1 includes salary increases in Funds 12 & Fund 13, page 4 only includes the impact of salary increases for Fund 01.

6. Please include any additional comments and explanations of Page 4 as necessary:

Assumptions

The assumptions upon which this certification is made are as follows:

Staff utilized the most current Board approved 2nd Interim Report as the foundation for calculating the in increased costs associated with the negotiated changes to the THAT contract and subsequent 'Me Too' made available to all staff. Additionally, Staff incorporated the Board approved staffing changed from the most recent 3/12/2026 board meeting to incorporate known salary and benefit changes into the multi-year projection. All questions concerning the assumptions or calculations related to this document should contact Katie Anderson at kanderson@twinhillsusd.org.

Concerns regarding affordability of agreement in subsequent years (if any):

District staff will continue to monitor the budget in conjunction with the THUSD Board of Trustees in the current and subsequent years for fiscal stability.

Twin Hills Union School District

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. This certification page should be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or both of the signatures should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Twin Hills Union School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1st, 2025 to June 30th, 2027.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources	\$	-
Expenditures/Other Financing Uses	\$	304,888
Ending Balance(s) Increase (Decrease)	\$	(304,888)

**Budget Adjustment
Increase/(Decrease)**

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources	\$	
Expenditures/Other Financing Uses		\$1,183,816.00
Ending Balance(s) Increase (Decrease)		(\$1,183,816.00)

**Budget Adjustment
Increase/(Decrease)**

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

_____ **District Superintendent**
(Signature)

_____ **Date**

I hereby certify I am unable to certify

_____ **Chief Business Official**
(Signature)

_____ **Date**

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

April 9th, 2026

District Superintendent (or Designee)
(Signature)

Date

Dana Pedersen

707-823-0871

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 9th, 2026, took action to approve the proposed Agreement with the THTA Bargaining Unit and 'Me Too'.

April 9th, 2026

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sonoma County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement

THTA Package Proposal to THUSD

March 2, 2026 6:04 PM

This package is presented in an attempt to close negotiations for 2025/26 and 2026/27.

ARTICLE 8

TEACHING HOURS/WORK YEAR

- 8.1 The length of the teacher workday, including preparation time, lunch, relief periods, and time required before and after school, shall not exceed 7.25 hours. **Unit members shall be in their classroom, prepared and ready to provide instruction when the student instructional day begins.** Nothing in this Section shall preclude a teacher from voluntarily working hours in excess of 7.25 hours in any teacher workday.
- 8.4.1 At Orchard View School ~~the length of the teacher workweek, the regular, full-time teacher workweek shall be thirty-six and one-quarter (36.25) hours, consistent with other District sites. The workweek includes~~ including preparation time, lunch, relief periods, and time required before and after school, ~~shall not exceed 36.25 hours.~~ Nothing in this Section shall preclude a teacher from voluntarily working hours in excess of 36.25 hours in any teacher workweek. Part time teachers' workweeks will be computed as a percentage of the full time teacher workweek.
- 8.2 Every teacher shall be entitled to one duty-free, uninterrupted lunch period of thirty (30) minutes and one relief period of at least fifteen (15) minutes per regular workday.
- 8.2.1 SunRidge teachers will work with their Director to schedule a duty free lunch of thirty (30) minutes some time between 10:00 a.m. and 2:00 p.m. during each workday.
- 8.3 **The work year for unit members shall consist of one hundred and eighty six (186) days. Effective July 1, 2026 the work year for unit members will be one hundred and eighty-five (185) days.**
- 8.3.1 **For unit members assigned to a school with a one hundred and seventy-five (175) day instructional calendar, five (5) work days beyond the instructional year shall be at the direction of site and/or district administration.**
- 8.3.2 **There will be a minimum of two (2) work days at the start of the school year and one (1) at the end of the school year. These work days will not include professional development or other meetings, but are reserved for teachers to prepare for the start and end of the school year.**
- 8.3.3 **Decisions on what professional development will be offered will be decided by a committee made up of an equal number of members from the District and THTA.**

District: DD

THTA: AMK

- 8.4 District shall provide full time certificated employees a minimum of four hundred ten (410) minutes of prep time per week. Part time certificated employees working fifty percent (50%) or more of the work week shall receive prep time on a pro rata basis (a percentage of 410 minutes) in an amount approximately equivalent to the percent of time worked in a one week period. Job share teachers shall receive prep time equal to one full-time position.
- 8.4.1 Prep time will be scheduled by the site administrator.
- 8.4.2 Prep time minutes do not have to be consecutive and may be provided during instructional and non-instructional times.
- 8.4.3 During prep time, teachers may be asked to do the following:
1. Substitute teach in emergencies (shall be paid at **the extra duty hourly rate \$40.00 per hour**). When needed the District will ask for volunteers that are willing to substitute teach during their prep time.
 2. Attend school meetings and hold/attend parent conferences.
- 8.4.4 The prep time provisions outlined in 8.4.3 do not apply to minimum days; **common planning time days, staff development days** or rainy days.
- 8.4.5 The District retains its right to amend, modify or rescind policies and practices referred to in this Agreement in cases of emergency or by mandate of California or Federal law. (An emergency is any immediate or unexpected event or condition that cannot reasonably be foreseen by the District). Prior to any amendment, modification, or rescission under this Article, the District shall negotiate with the Association.
- 9.5 The District shall assign and require no more than a total of two (2) hours of non-teaching duties per month per teacher over and above the regular teacher workday, and such duty shall be distributed as equally as possible among all teachers at the school where the activity originates. In addition, the District may require attendance at faculty meetings for a total of sixty (60) minutes per school month over and above the regular teacher workday. If the school has a shortened day, the faculty meeting may begin earlier to extend the time of the meeting. Non-teaching duties are those which are required by the District and which do not involve instruction of students.
- 8.5.1 At Orchard View School these hours may be distributed as no more than a total of one (1) hour of non-teaching duties per month per teacher over and above the regular teacher workweek, and such duty shall be distributed as equally as possible among all teachers at the school where the activity originates. In addition, the district may require attendance at two (2) faculty meetings for a total of (120) minutes per school month.
- 8.5.2 Exceptions to the above shall be as follows:
- 8.5.2.1 In-service education as provided in Article 16.
- 8.5.2.2 Teacher orientation days as set forth in the school calendar and shall not exceed four (4) days.

- 8.5.2.3 Extracurricular activities which are voluntarily contracted for between the employee and the District.
- 8.5.2.4 An emergency, as referenced in 8.3.5 above, is any immediate or unexpected event or condition which cannot reasonable be foreseen by the District.
- 8.5.2.5 Attendance shall be mandatory at Back-to-School Night, open house, and parent conferences.
- 9.4.1 In the event of illness or leave, the attendance at the above activities shall be made up within a reasonable time.

8.6 Special meetings of extended duration or number: The parties recognize that based on the particular needs associated with a class and students assigned to a class, the classroom teacher may be required to participate in more or longer meetings outside of the regular work day to address those particular needs and/or classroom dynamics. In such situations, the teacher may meet with the Superintendent and THTA representatives to review the situation and discuss possible accommodations if such are determined appropriate. Such accommodations may include some release time with a substitute so that the teacher may attend such meetings during the work day, or additional aide time, or compensatory time off, or a specific stipend. Such agreed upon accommodations shall be specified in a written MOU between the District and the Association and shall not act as precedent with regard to any other requests for accommodation.

8.7 Short-Term Independent Study

The District and THTA agree that short-term independent study is not a substitute for in-class instruction.

8.7.1 Unit members are expected to implement and oversee short-term independent study contracts for students assigned to their roster(s), as directed by the site administrator.

~~8.7.1.1 Contracts will not be issued during the first fifteen (15) student days or the last forty-five (45) student days.~~

~~8.7.1.2 Contracts are available for a minimum of five (5) days and a maximum of ten (10) days.~~

8.7.2 Unit members will be given a minimum of ten (10) working days' notice prior to requirements to complete an independent study contract. If fewer than ten (10) days are provided completion of the contract is at the unit member's discretion.

8.7.3 Effective July 1, 2026 Unit members assigned to self-contained classes shall be compensated two (2) hours at the extra duty hourly rate for each contract that the teacher completes (Only available to unit members not assigned to Orchard View). Unit members assigned to departmentalized classes shall be compensated one half-hour (0.5) at the extra duty hourly rate for each independent study contract for which they are assigned to provide work.

ARTICLE 9
CLASS SIZE

9.1 Except in traditional large group instruction ~~or experimental classes where the Association has agreed in writing~~, the class size maximum shall be:

<u>Elementary Class</u>	<u>Maximum</u>
Transitional Kindergarten	20
Kindergarten – Third	24
Fourth – Fifth	28
Sixth – Eighth	28
Combination Class 4/5	26
<u>Extensive Support Needs</u>	<u>12</u>
<u>(ESN) Self-Contained</u>	

~~9.1.1 The Sixth-Eighth grade maximum is determined by the total pupil contact per day (e.g. 5 periods x 28 students per day = 140) excluding specialty classes listed under 9.5 and activity classes.~~

9.1.2 For Kindergarten through Third grade, class size numbers may increase or decrease pursuant to Local Control Funding Formula (LCFF) regulations. If the District needs to change class size ratios, it will consult with THTA. If LCFF regulations change, all affected items in this Article will be reopened for the following year.

9.1.3 The TK maximum is based on the presence of a full day assistant in each TK classroom to bring the ratio to one adult for every ten (10) students.

9.2 At SunRidge Charter School the class size case load for grades 1-8 shall be a maximum of 28 students. The maximum class size for TK shall be 20 and K shall be 24.

9.3 At Orchard View School the following shall apply to in-person classes:

~~9.3.1 Any classes offered must have at least 10 students enrolled, or continuation of the course will be reviewed by the District Board. The maximum class size shall be 22.~~

~~9.3.2 The District Board shall approve the class schedule by the July Board meeting.~~

~~9.3.3 1 No unit member shall teach more than 3 classes per school year without approval by the Superintendent.~~

9.4 At Orchard View, case load is defined as the number of independent study students for whom the unit member assigns and supervises course work.

9.4.1 ~~At Orchard View School~~ The case load shall be a maximum of 25 22 students and one class (1.5 hours/week). If no class is taught the case load is 25.

Teachers teaching a K-12 class:
22 students + 1 class = 100%

District:

DP

THTA: *AMK*

18 students + 1 class = 80%

13 students + 1 class = 60%

11 students + 1 class = 50%

9.4.2 For the first in-person class (1.5 hours/week) assigned, a unit member's allowable caseload shall be reduced by three (3) students. Each subsequent class (1.5 hours/week) assigned, the caseload shall be reduced by two (2) students during the semester(s) the class is taught.

9.4.3 Part-time unit member FTE and caseload limits shall be determined according to the table below:

	<u>0 class</u>	<u>1 class</u>	<u>2 classes</u>	<u>3 classes</u>
<u>1.0 FTE</u>	<u>25 Students</u>	<u>22 Students</u>	<u>20 Students</u>	<u>18 Students</u>
<u>0.8 FTE</u>	<u>20 Students</u>	<u>17 Students</u>	<u>15 Students</u>	<u>13 Students</u>
<u>0.6 FTE</u>	<u>15 Students</u>	<u>12 Students</u>	<u>10 Students</u>	<u>8 Students</u>
<u>0.5 FTE</u>	<u>13 Students</u>	<u>10 Students</u>	<u>8 Students</u>	<u>6 Students</u>

9.5 For elementary, self-contained classrooms, and independent study caseloads the District will pay a class size overage of \$10.00 per student per day over the maximum listed in 9.1, 9.2, and 9.4.

For secondary, the District will pay a class size overage of \$2.00 per student per period over the maximum listed in 9.1 excluding specialty classes listed under 9.6.

~~The District will pay a class size overage of \$4.50 per student per day for classes over the maximum class size stated above.~~

9.5.1 Payment shall be made at the conclusion of the school year and shall be based upon actual enrollment on a prorata basis for that period of time during the school year that the student maximums are exceeded. Orchard View School teachers will not be required to carry more than the case load maximum listed in 9.43 (pro-rated for part-time teachers).

9.6 For the purpose of this Article, traditional large group instruction includes the following:

9.6.1 Study Hall

9.6.2 Physical Education ~~and related games~~

9.6.3 Band

9.6.4 Chorus

9.6.5 Drama

9.6.6 Library

9.6.7 ~~Arts and Crafts~~

9.6.8 Other large group instructional classes that have the mutual agreement between teacher and principal

9.7 ~~The goal of the District is to have small group instruction in special day classes. When Special Education capacity exceeds the current District policy (current Resolution 2021-535 – Appendix M), the teacher and principal will meet to discuss methods to address the needs of the class and the teacher.~~

For each student above 23 assigned to an Educational Specialist's caseload, the District will pay the affected unit member \$10 per student per day. Caseload for the purposes of this subsection shall mean the number of students assigned in SEIS/CalPADS to that Educational Specialist.

ARTICLE 10
LEAVES

For purposes of this Article, immediate family shall mean the employee's spouse/partner, grandfather, grandmother, grandchild, father, stepfather or father-in-law, mother, stepmother or mother-in-law, son or son-in-law, daughter or daughter-in-law, stepchild, brother, sister, uncle, aunt, nephew, or niece of the employee or of the spouse/partner of the employee. Immediate family also includes anyone living in the household of the employee or any person who has stood in the place of the relatives specified above. (Moved from 10.2.5)

10.1 Sick Leave

10.1.1 Every teacher **unit member** shall be entitled to ten (10) days of paid sick leave as set forth in California Education Code section 44978, et seq.

10.1.1.1 A teacher **unit member** may request an unpaid leave of absence for personal reasons. The request shall be made to the District Superintendent and approved or ratified by the School Board. This shall be done well enough in advance to allow the District to secure a temporary replacement. If the leave is approved, it shall be without pay and without benefits unless otherwise approved by the Board. Employee may continue benefits at his/her own expense as allowed by the carrier. If the leave is of a short duration (1-2 weeks), the District shall continue to pay all employee benefits.

10.1.2 Every teacher **unit member** shall be entitled to a written statement of his/her accrued sick leave total, to include the entitlement for the current sick leave total and to include the entitlement for the current school year, upon request.

10.1.3 A teacher **unit member** shall notify the District as soon as the teacher **unit member** ascertains the need for sick leave. Every effort shall be made by the teacher **unit member** to give at least twelve (12) hours notification.

10.1.4 Sick leave may be taken for **a unit member's** own illness or for the illness of **an immediate family member**, a spouse, child or domestic partner.

10.1.5 When there is reasonable suspicion of abuse (i.e., extensive use of Fridays and Mondays, days taken consistently in conjunction with holidays and vacations) of the leave policy, the District may require a doctor's certificate as proof of illness after three (3) consecutive days of absence.

10.2 Personal Leave

DP
ZMK
Dare

- 10.2.1 A teacher **unit member** may use up to seven (7) accrued or accumulated days of paid sick leave per year, which shall be non-cumulative, for personal leave. Neither a reason for the day nor proof of its use shall be required, except that in no case shall a teacher use a personal leave day to perform work for compensation by another employer or for work stoppage or slowdown or any other concerted activity, nor in violation of the Education Code.
- 10.2.2 The teacher **unit member** shall not be required to secure permission, nor give advance notification, in the case of a death or serious illness of a relative of the teacher, or an accident involving the teacher **unit member's** person or property, or the person or property of a member of the teacher **unit member's** immediate family.
- 10.2.3 Notification of intent for an officer or designee, as specified by the Association, to take personal leave shall be in the same way as for taking sick leave except that at least two (2) days notice shall be given in the case of using personal leave for Association business.
- 10.2.4 Under all circumstances, an employee shall verify in writing that the personal leave was used only for purposes stipulated in this Article (Ed. Code 44981). A form (certificated illness form) shall be provided by the District.

~~10.2.5 For purposes of this Section, immediate family shall mean the employee's spouse/partner, grandfather, grandmother, grandchild, father, stepfather or father in law, mother, stepmother or mother in law, son or son in law, daughter or daughter in law, stepchild, brother, sister, uncle, aunt, nephew, or niece of the employee or of the spouse/partner of the employee. Immediate family also includes anyone living in the household of the employee or any person who has stood in the place of the relatives specified above.~~

~~10.3 Maternity/Paternity Unpaid Leave~~

~~10.3.1 Unit members who wish to absent themselves from duty for any related reasons prior to and following the birth or adoption of a child may apply for unpaid maternity/paternity leave. This leave may be requested for a maximum of twelve (12) months.~~

~~10.3.2 Requests for maternity leave shall be submitted in writing, addressed to the governing Board and delivered to the Personnel Office, at least sixty (60) days prior to the desired commencement date of the leave or by March 1, if such leave is being requested for the following year and such need is known by March 1.~~

~~10.3.3 Written request for leave shall include beginning and ending dates of the requested leave. Any request to extend the leave must be submitted forty five (45) days in advance of the initial requested end date.~~

~~10.3.4 A letter from the employee's physician indicating the expected date of birth of a child, and any known or expected medical complications, shall accompany the request for leave.~~

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~~10.3.5 When a child is born to or adopted by a unit member, the District will grant ten (10) additional days of paid leave.~~

~~10.3.6 Unit members not covered by maternity disability leave may use their personal necessity leave days to extend their leave.~~

~~10.4 Maternity Disability~~

~~10.4.1 The District shall provide for leave of absence from duty for any certificated unit member of the District who is required to be absent from duties because of pregnancy, miscarriage, childbirth, and recovery there from. The length of the leave of absence, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the unit member and unit member's physician.~~

~~10.4.2 Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment in the District.~~

~~10.4.3 At least sixty (60) days prior to the expected birth of the child, the unit member shall submit to the District a physician's statement noting the expected date of birth. An employee may continue to work until the onset of physical disability.~~

~~10.3 5 Industrial Accident and Illness Leave~~

~~10.3 5.1 teacher **Unit members** shall be entitled to sixty (60) days paid leave of absence from his/her duties on account of an industrial accident or illness arising out of the course of his/her employment with the District, in accordance with the California Education Code section 44984.1.~~

~~10.3 5.2 The allowable leave shall not be accumulated from year-to-year.~~

~~10.3 5.3 Industrial accident or illness leave shall commence on the first day of absence.~~

~~10.3 5.4 Any compensation paid to the teacher **unit member** under this Article and any other payments as a result of said injury or illness from whatever source shall, when added to his/her temporary disability indemnity under the California Labor Code, result in a payment to him/her of not more than his/her full salary.~~

~~10.3 5.5 Industrial accident or illness leave shall be reduced by one (1) day for each day of authorized absence regardless of a temporary disability indemnity award.~~

~~10.3 5.6 When an industrial accident or illness leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due him/her for the same illness or injury.~~

10.3 5.7 In order to qualify for benefits under this Section, the teacher **unit member** must advise the District in writing as soon as possible, but no later than five (5) working days, of the accident giving rise to the industrial illness or injury specifying the date, time, place and circumstances of the injury or illness.

10.3 5.8 The District reserves the right to require a doctor's certificate or other sufficient proof of illness or injury as a condition of qualification of benefits under this Section.

10.46 Bereavement Leave

10.46.1 Bereavement Leave may be taken for immediate family members as defined in Section 10.2.5.

10.46.2 Every teacher **unit member** shall be entitled to ~~three (3) days of paid leave of absence or~~ five (5) days **of paid leave of absence** if 300 miles or more of travel one way is required.

10.46.3 In the case of the death of the employee's spouse/partner, child, or parent of the teacher, the leave entitlement shall be five (5) days or seven (7) days if 300 miles or more of travel one way is required. **Unit members may also access personal leave and/or sick leave pursuant to 10.1 and 10.2, for this purpose.**

10.57 Jury Duty

10.57.1 A teacher **unit member** shall be entitled to as many days of paid leave as are necessary for the purpose of service as a juror in any legal proceeding.

10.68 Religious Leave

10.68.1 Members of religious faiths will be granted leave from duties on major religious holidays, not provided for in District-adopted school calendar, sufficient to attend the services of their place of worship without loss of pay. Such absences will be limited to three (3) days in any school year, which shall be applied against personal leave.

10.79 Extended Illness Leave

10.79.1 If a teacher **unit member** has utilized all of his/her accumulated sick leave and is still absent from his/her duties on account of illness or accident for a period of five (5) school months or less, then the amount of salary deducted in any month shall not exceed the sum which was actually paid a substitute or what would have been paid a substitute or fifty percent (50%) of the salary due during the period of absence, whichever is the lesser amount. The five months or less period during which the above deductions occur shall not begin until all other paid sick leave provisions for which the teacher **unit member** is eligible have been exhausted.

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DP

10.810 Study Leave

- 10.810.1 Any study leave tour approved by the District under Appendix C shall be treated as an unpaid leave as defined in this Section.
- 10.810.2 The District may on application grant study leave to a teacher **unit member** not to exceed one (1) year for the purpose of permitting study or travel by the employee which would benefit the pupils and the School District.
- 10.810.2.1 Any such leave shall be treated as unpaid leave (as defined in this Section) unless designated as paid leave by the District, in which case the District shall determine the extent and rate of pay.
- 10.810.2.2 Any teacher **unit members** desiring study leave shall apply to the District no later than February 1 of the school year preceding that during which the leave is desired. Final date to approve the leave requested shall be March 1 of the same year.
- 10.810.2.3 In the event of a paid study leave, the teacher **unit member** shall agree to render two (2) consecutive years service to the District following the study leave period and shall post a bond to indemnify the District against loss if he/she fails to render such service.

10.911 Unpaid Leave

- 10.911.1 A teacher **unit member** may request an unpaid leave of absence for personal reasons. The request shall be made to the District Superintendent and approved or ratified by the School Board. This shall be done well enough in advance to allow the District to secure a temporary replacement. If the leave is approved, it shall be without pay. If the leave is of a short duration (1-2 weeks), the District shall continue to pay all employee benefits.
- 10.911.2 Any unpaid leaves approved shall be for a specified time period. teacher **Unit members** are required to confirm in writing their intent to return on the specified dates at least two (2) months in advance or no later than March 1, whichever comes first.
- 10.911.3 The District and the Association acknowledge that there are issues related to repetitive requests for long-term leaves, including, but not limited to, retention of seniority although not working, costs, commitment to the District, maintaining updated teaching staff, and programmatic continuity. With those concerns in mind, the District and Association agree that beginning with leave requests made after July 1, 2005, full-time leaves will generally be limited to a total of three (3) years within a ten (10) year period. Unit members may request

a fourth year of leave, but such request will be reviewed in consideration of the following:

- a. Costs.
- b. Commitment to teaching career.
- c. Commitment to return.
- d. Special consideration of the individual.

Board's decision regarding a fourth year is final and is not precedent with regard to any other request. (6/05)

10.911.4 At the point when full-time leaves are not an option as described above, the unit member shall:

- a. Return to full-time employment, or
- b. Request a part-time leave, not to exceed .6 of a full-time position. Such requests must be made on an annual basis by March 1. Such requests may or may not be approved by the Board, based on the needs of the District and the educational programs, or
- c. Request a job share of at least .4 of a full-time position in accordance with Article II. (2/06)

10.12 Family Care Leave

~~Each unit member who has been employed by the District for more than one continuous year is eligible for an unpaid Family Care Leave not to exceed twelve (12) weeks within a twelve (12) month period, unless a longer leave is agreed upon by the District and the unit member. Family Care Leave may be used for the birth of the unit member's child, placement of a child for adoption or foster care, to care for a spouse, child, or parent with a serious health condition, or a serious health condition which renders the unit member unable to perform essential job functions.~~

~~During the period of such leave the District shall maintain the unit member's group health benefits, if any, on the same basis as if the unit member was in paid status. Upon return from Family Care Leave, the unit member is entitled to return to the same position or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. The unit member's absence under Family Care Leave shall not be considered a break in service.~~

~~The unit member must provide the District with at least thirty (30) days advance notice for the leave if the need is foreseeable; if the need is not foreseeable, notice must be given as soon as practicable under the circumstances.~~

10.1013 Catastrophic Leave

10.1013.1 Donation of Sick Leave

The Catastrophic Leave program permits unit members to donate sick leave days to another unit member when that unit member or a member of his/her immediate family suffers from a verifiable catastrophic illness or injury if prescribed conditions are met.

10.1013.2 Definitions:

10.1013.2.1 “Catastrophic Illness” or “Injury” - means an illness or injury that is expected to incapacitate the unit member for an extended period of time, or that incapacitates an immediate member of the unit member’s family, child, spouse or domestic partner which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he or she has exhausted all his or her sick leave and other paid time off.

Order of Leave - Accordingly, leave shall be used in the following order:

- (a) Accrued fully-paid sick leave;
- (b) Catastrophic leave; and
- (c) Extended/differential leave, if available.

10.1013.2.2 “Eligible Leave Credits” – means ~~vacation leave and sick leave~~ accrued to the donating employee.

~~The superintendent is responsible for seeing that a request to receive donated sick leave is in compliance with the provisions of Education Code section 44043.5.~~

10.1013.3 Procedure

10.1013.3.1 The unit member who is or whose immediate family member is suffering from a catastrophic illness or injury requests in writing that sick leave be donated transferred from the leave bank and provides a physician’s verification of catastrophic illness or injury and submits a Leave Request Form to the District.

10.1013.3 1.2 The District shall notify the Association within two (2) business days of receiving a request. The designated Association representative shall review the request and confirm that it meets the requirements for catastrophic leave. The Association shall notify the District to make a request for donation of leave open the bank.

10.1013.3 1.3 The District will notify unit members of the request for donation of leave and collect information about who will donate. The request for donations will not disclose who is requesting the leave and for what purpose.

10.1013.3 1.4 The District shall inform the requesting unit member of the number of days that have been donated, which shall be not more than 36 days per request.

10.1013.3 1.5 Unit members may donate up to three (3) days per occurrence. The donating unit member must have at least fifteen (15) days of accumulated sick leave in order to donate days. The District will take one day first from each donating unit member, then the second day, etc. up to the maximum allowed per request.

Eligible leave credits may be donated to an employee for catastrophic leave when all the following requirements have been met:

~~10.13.1 An employee, meeting the definition of Catastrophic Illness, requests in writing to the superintendent that eligible leave credits be donated and provides verification of catastrophic illness or injury to self, spouse or child indicating the incapacitating nature and probable duration of the illness or injury. If necessary, the superintendent may require a letter from a physician verifying the catastrophic illness or injury.~~

~~10.13.2 If the superintendent approves the transfer of eligible leave credits, employees who will retain at least twenty (20) days of accrued leave time after the donation, may donate eligible leave credits at a minimum of one work day of the donor; the maximum donation shall be three (3) days. The superintendent shall inform the classification (certificated or classified) of the request for donation of accrued leave time and the method by which donations may be made including that all donated accrued leave is irrevocable.~~

~~10.13.2.1 Donation of accrued leave may be made only within the requesting employee's classification i.e., certificated to certificated and classified to classified.~~

~~10.13.2.2 The district office shall maintain a record of donated leave credits in a separate account.~~

~~10.13.2.3 Any remaining donated leave credit shall be held in a separate account designed as Catastrophic Leave Credits.~~

~~10.13.3 The employee making the request must exhaust all accrued paid leave credits and shall continue to use any additional accrued leave received on a monthly basis prior to using the donated leave.~~

~~10.13.4 Qualifying employees may use donated leave credits for a maximum of thirty-six (36) work days.~~

10.114 Maternity Disability

10.114.1 This section is meant to reflect eligible unit member's rights pursuant to California's Pregnancy Disability Leave Act. Further interpretations of these laws will apply.

10.114.2 The District shall provide for leave of absence from duty for any certificated unit member of the District who is required to be absent from duties because of pregnancy, miscarriage, childbirth, and recovery there from. The length of the

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leave of absence, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the unit member and unit member's physician.

10.114.32 Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment in the District.

10.114.43 At least sixty (60) days prior to the expected birth of the child, the unit member shall submit to the District a physician's statement noting the expected date of birth. An employee may continue to work until the onset of physical disability.

10.12 Family Care Leave

10.12.1 This section is meant to reflect eligible unit member's rights pursuant to FMLA and/or CFRA. Further interpretations of these laws will apply.

10.12.2 Each unit member who has been employed by the District for more than one continuous year is eligible for an unpaid Family Care Leave not to exceed twelve (12) weeks within a twelve (12) month period, unless a longer leave is agreed upon by the District and the unit member. Family Care Leave may be used for the birth of the unit member's child, placement of a child for adoption or foster care, to care for a spouse, child, or parent with a serious health condition, or a serious health condition which renders the unit member unable to perform essential job functions.

10.12.3 During the period of such leave the District shall maintain the unit member's group health benefits, if any, on the same basis as if the unit member was in paid status. Upon return from Family Care Leave, the unit member is entitled to return to the same position or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. The unit member's absence under Family Care Leave shall not be considered a break in service.

10.12.4 The unit member must provide the District with at least thirty (30) days advance notice for the leave if the need is foreseeable; if the need is not foreseeable, notice must be given as soon as practicable under the circumstances.

10.13 Maternity/Paternity Unpaid Leave

10.13.1 Unit members who wish to absent themselves from duty for any related reasons prior to and following the birth or adoption of a child may apply for unpaid maternity/paternity leave. This leave may be requested for a maximum of twelve (12) months.

- 10.13.2 Requests for maternity leave shall be submitted in writing, addressed to the governing Board and delivered to the Personnel Office, at least sixty (60) days prior to the desired commencement date of the leave or by March 1, if such leave is being requested for the following year and such need is known by March 1.
- 10.13.3 Written request for leave shall include beginning and ending dates of the requested leave. Any request to extend the leave must be submitted forty-five (45) days in advance of the initial requested end date.
- 10.13.4 A letter from the employee's physician indicating the expected date of birth of a child, and any known or expected medical complications, shall accompany the request for leave.
- 10.13.5 When a child is born to or adopted by a unit member, the District will grant ten (10) additional days of paid leave.
- 10.13.6 Unit members not covered by maternity disability leave may use their personal necessity leave days to extend their leave.

10.1417 Reproductive Loss Leave

10.1417.1 An eligible unit member may take up to five days of leave within 3 months following a reproductive loss event. Leave may be used non-consecutively. A reproductive loss event is defined as a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction.

10.1417.2 In order to be eligible, the unit member must have worked for the District for at least 30 days. An eligible unit member is one who would have been the parent had the reproductive loss not occurred.

10.1417.3 If a unit member experiences more than one reproductive loss event within a 12-month period, the District shall not be obligated to grant more than 20 cumulative days of reproductive loss leave.

10.1417.4 Reproductive loss leave is unpaid, except that a unit member may choose to use accrued and unused sick leave.

10.1417.5 The District shall not retaliate against an individual, including, but not limited to, refusing to hire, discharging, demoting, fining, suspending, expelling, or discriminating against, a unit member because of the unit member's exercise of the right to reproductive loss leave.

10.1417.6 The District will maintain the confidentiality of any unit member requesting leave under this section.

Dan Peterson
12/8/25
Justin M. Kowaluk 12/8/25

ARTICLE 15 COMPENSATION

15.1 Wages and other compensation shall be paid to the teachers in accordance with Appendices E and E-1 attached hereto and made a part hereof. **The District and THTA agree that they share a goal of offering salary and benefits at a level competitive with comparable school districts in west Sonoma County.**

15.2 Update July ~~2025~~ 2022:

- Effective July 1, 2022, seven percent (7%) on schedule increase with two professional development days added at the end of the year. These days will be added to the ongoing school calendar with THTA's input on future placement.
- Beginning in the 2023-24 school year there will be a minimum of 2 work days at the start of the school year and 1 at the end of the school year. These workdays will not include professional development or other meetings, but are reserved for teachers to prepare for the start and end of the school year.
- Decisions on what professional development will be offered will be decided by a committee made up of an equal number of members from the District and THTA.
- Effective July 1, 2023, COLA on schedule increase for 2023-24. COLA is to be determined by the California State Enacted Budget in July of 2023.
- Agree to 3 year phase-in restructured salary schedule:
 - Effective July 1, 2022, Phase 1 2022-23: Eliminate Steps 28 through 31, last step is 28 (\$100,535)
 - Effective July 1, 2023, Phase 2 2023-24: Eliminate Steps 24 through 28, last step is 24 (\$100,535*) Update 6/1/23: Steps 22-23: Step 22 \$95,230, Step 23: \$97,504
 - Effective July 1, 2024, Phase 3 2024-25: Eliminate Steps 20 through 24, last step is 20 (\$100,535*). Steps 16-19*: Step 16 \$90,684, Step 17 \$92,955, Step 18 \$95,230, Step 19 \$97,504.
**The restructured salary schedule will have the negotiated increases applied to it so the final step amounts listed above will be different.*
- Effective July 1, 2022, eliminate the cap on years of experience for teachers when they come to the District.
- Update March 2025: Salary schedule for 24-25 shall be increased by 2.75% effective March 1, 2025. All bargaining unit members will receive a retroactive payment equal to 1.75% of their 23-24 salary schedule base, retroactive to July 1, 2024.
- **Effective July 1, 2025, the District shall increase the certificated salary schedule by two and three tenths percent (2.3%).**

District:

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- **Effective July 1, 2026, the District shall increase the certificated salary schedule by the same percentage as the District receives as the funded LCFF COLA (currently projected to be 2.41%). Also, beginning in the 2026-27 school year there will be 1 fewer professional development day in the calendar, which is equivalent to a 0.5% increase.**

- 15.3 Teachers covered by this contract who work less than a full school year or part-time shall receive a prorata portion of the amounts indicated on the salary schedule set forth in Appendix E.
- 15.4 Unit members who have an earned Master's degree shall be paid an additional \$1,000.
- 15.5 The District shall compensate teachers using their own personal vehicles for previously approved official school business at the IRS rate per mile.
- 15.6 Part time unit members, and those on shared contracts, shall accrue credit for salary advancement purposes when they have accumulated 75% of a school year. The accumulation shall take place within consecutive years and the salary advancement will be effective at the beginning of the school year after which the 75% accumulation has been earned. No time earned beyond the 75% accumulation may be carried forward.

APPENDIX E-1 (Article 15)

SUPPLEMENTAL AND EXTRACURRICULAR ASSIGNMENTS CERTIFICATED STAFF

The Extra Duty Hourly Rate shall be \$50.00 per hour. This Rate shall apply whenever indicated in the contract, as well as in the following situations, when the District requests a unit member perform the responsibilities:

- Academic Support Programs (Afterschool Tutoring, Homework Club, Summer Programming, Expanded Learning Sessions, School, Renew Teacher, Monday Math, etc.);
- Provide Professional Development Training
- Course Design for University of California A-G requirements (pre-approval of hours and assignment required);
- Detention;
- BST (Behavior Support Team) BHT-Member (up to a maximum of \$1,000 per person);*
- Home/Hospital Instruction
- SST participant
- 504 participant

Stipends

All extracurricular stipends and hourly positions are offered at the discretion of the site administrator and subject to annual program need and pre-approval.

The following flat-rate stipends shall be paid when a unit member is requested by a school site and/or District to perform the following responsibilities:

SST Coordinator*	<u>\$2,000</u>	Up to one (1) position per site. <u>SST Coordinator(s) are not eligible for the SST Participant compensation.</u>
Teacher In Charge*	\$1500	Up to one (1) stipend per site

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IEP Coordinator*	<u>\$2,000 pro-rated by FTE</u>	
<u>504 Facilitator*</u>	<u>\$2,000</u>	<u>Up to one (1) position per site. 504 Facilitator(s) are not eligible for the 504 Participant compensation.</u>
ELAC Coordinator*	\$750	Up to two (2) stipends per year
Coach**	\$1,500.00	Up to 12 coaches per year: girls/boys basketball, co-ed football, girls volleyball
<u>Overnight Field Trip Attendee</u>	<u>\$250 per night</u>	<u>For any unit member who attends and stays overnight with a field trip.</u>
<u>Overnight Field Trip Coordinator</u>	<u>\$300 per trip</u>	<u>Stipend is per field trip, and may be split among multiple unit members.</u>


* Indicates the stipend is paid one-time per year at the end of the year.

** Indicates the stipend is paid one-time per year after the sport has ended.

*** Indicates the stipend is paid one-time per year in the October Supplemental

[The District and THTA will agree to a job description for the Overnight Field Trip Coordinator]

Stipend Descriptions: THTA Agrees to the Stipend Description for 504 Facilitator and Teacher-in-Charge as proposed by the District on January 26, 2026. THTA Agrees to the Stipend Description for Overnight Field Trip Coordinator as proposed by the District on March 2, 2026.

District: 
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THTA: 

TA 9/30/25
Davenport 9/30/25

ARTICLE 16

Zeslin M. Komalmba
9/30/25

IN-SERVICE EDUCATION

- 16.1 The District shall, whenever practical, either provide trainings to unit members or allow for unit members to attend outside trainings or conferences.
- 16.2 Such trainings or conferences shall reflect the goals of the school site plan and district programs and take into consideration the needs of classroom teachers and specialists.
- 16.3 District trainings may take place during the school day, outside of contract hours or during the summer break.
 - 16.3.1 Trainings during the day will not be compensated, but teachers will be released from their classroom and a substitute will be paid for by the district.
 - 16.3.2 Unit members who attend training that take place outside of contract hours will be paid at the extra duty hourly rate ~~\$40.00 per hour~~ up to a maximum of ~~(15 hours)~~ per year, ~~effective July 1, 2018~~.
 - 16.3.3 The District may offer voluntary professional development days at one or more school sites to be paid ~~\$300~~ at the extra duty hourly rate for six (6) hours and ~~\$150~~ for three (3) hours of participation.
- 16.4 For attendance at outside trainings or conferences a unit member must submit a request to their immediate supervisor for initial approval and then to the superintendent (see Appendix L). Expenses will be paid by the district and the member will not incur loss of pay or benefits. Participation of unit members to outside trainings or conferences will be rotated in an equitable manner.
 - 16.4.1 Once training is complete, a stipend form must be completed and approved by the site administrator before payment is made.
 - 16.4.2 Compensation is limited to current school year (compensation must be paid in the same school year training was completed).
- 16.5 Instead of being paid for trainings that take place outside of contract hours or during summer break, unit members can choose to earn credits for advancement on the salary schedule.
 - 16.5.1 Unit members may earn credits for advancement on the salary schedule through County or District in-services, college credit, study tours or approved program development on behalf of the district. Fifteen (15) hours equal one (1) semester unit.
 - 16.5.2 Approval of credit awards is mandatory for placement on the salary schedule. Unit members must fill out Appendix C and turn it into the District. Earned units where column movement is appropriate will be compensated the next school year if documents are submitted to the district office by September 1.

TA

9/30/25

Danny Pagan
Lesli M. Komalmbin

9/30/25

9/30/25

ARTICLE 17

~~UNIT MEMBER-TEACHER~~ TRANSFER AND REASSIGNMENT

17.1 Definitions

“Reassignment” is a change from one grade level or core subject to another grade level or core subject within the same school.

“Transfer” is a change from one school site to another.

“Days” shall be days when the District Office is open for business.

“Opening/Vacancy” is an unoccupied probationary or permanent position which needs to be filled.

17.2 Application for Assignment

17.2.1 No later than the April staff meeting, each site administrator will conduct a unit member’ ~~teachers’~~ meeting to review enrollment, class size, discuss the direction of the school, special needs of the school and students, possible openings at each school, and focus of the District for the following school year. Applications for fall assignments shall be distributed at this meeting. Unit members ~~Teachers~~ who are on leave will also be asked to complete this form.

17.2.1.1 Unit members ~~Teaching staff~~ will be notified of the meeting date for each school site at least one week prior to the meeting date.

17.2.1.2 Within 10 working days of the meeting referenced in 17.2.1, all unit members ~~teachers~~ shall complete an Application for Assignment Form (See Appendix F). This information will be used by the site administrators and superintendent to fill possible openings and review possible changes of assignment.

17.3 Involuntary Transfer or Reassignment

17.3.1 The District reserves the right to transfer or reassign unit members from one position to another open position within the District. Such transfer or reassignment shall be based upon the following criteria:

17.3.1.1 Experience (at grade level and subject matter, number of years taught expressed as FTE and other pertinent experience)

17.3.1.2 Needs of the District and school site as guided by the District and school vision statements

17.3.1.3 Credentials on file with the County Office (State teacher credentials and Board approved waivers)

17.3.1.4 Current Assignment

17.3.1.5 Personal and Professional Needs of the unit member ~~teacher~~

17.3.1.6 Seniority

When these criteria are perceived as equal by the Administration, seniority shall be a prime factor. Such transfers shall not be in violation of the mandatory provisions of the California Education Code.

17.3.2 All probationary and permanent staff will be assigned first before assignment of temporary ~~unit members teachers~~.

17.3.3 When applying the above criteria, preferential consideration will be given to the following probationary and permanent staff:

17.3.3.1 Those individuals who volunteered or were assigned a combination class in the current year will not be assigned a combination class in the succeeding school year without their consent.

17.3.3.2 Those individuals who currently occupy an assignment that will not exist in the following school year or that was a one year assignment.

17.3.3.3 Those individuals who were given an assignment for the current school year that was not listed as an interest/preference on their Application for Assignment Forms.

17.3.3.4 Those individuals whose current assignment is different than the one held in the prior year. The District will attempt to not change assignments twice in two years unless it is at the request of the individual or unless they were notified of the temporary nature of the assignment. (See 17.6)

17.3.4 No unit member shall be involuntarily assigned more than two (2) different grade levels or subject areas during a period of three (3) years.

17.4 Voluntary Reassignment

17.4.1 A unit member may request a reassignment during the school year to take effect at the beginning of the next school year. A request shall be made on the Application for Assignment form (See Appendix F) and submitted to the Site Administrator or his/her designee. The request shall be kept confidential and on file with the Site Administrator, or the designee.

17.4.2 When two (2) or more employees request a reassignment to the same opening, the reassignment shall be based on the criteria in 17.3.1

17.5 Voluntary Transfer

17.5.1 Notwithstanding Section 17.3, a unit member may request a transfer during the school year to take effect at the beginning of the next school year. A transfer may occur provided an open position exists. A request

shall be made on the Application for Assignment form (See Appendix F) and submitted to the Superintendent or his/her designee. The request shall be kept confidential and on file with the Superintendent, or the designee.

- 17.5.2 An open position will be posted for five (5) days and emailed to the unit member's District email except during winter, spring and the summer break, when the posting requirement will be ten (10) days.
- 17.5.3 An open position may be advertised internally and externally simultaneously.
- 17.5.4 The District shall consider and interview all qualified internal applicants prior to reviewing or considering external applicants.
- 17.5.5 An open position shall be filled by the unit member applying by the closing date when the unit member has had a successful prior evaluation and the recommendation of the receiving site administrator.
- 17.5.6 When two (2) or more employees request a transfer to the same opening, the transfer shall be based on the criteria in 17.3.1.
- 17.5.7 If there are open positions remaining after all certificated staff members have been given the opportunity to apply, such positions will be posted in the District office, District website, at each school office, and copies placed in each certificated staff member's school mail box. During the summer, notices will be mailed or emailed to the unit member's district email address unless the unit member gives a new address.
- 17.5.8 When an open position occurs within three weeks of the first day of student instruction or during the school year, the position will be advertised outside of the District. All such positions filled by probationary teachers will be considered an open position for the following school year.

17.6 Notification of Assignments

- 17.6.1 By June 1, unit members ~~teachers~~ shall be notified of their assignments. Unit members ~~Teachers~~ who are given an assignment which has an anticipated limited duration (for example, replacing a unit member ~~teacher~~ on leave) will be so informed.

17.7 Denial of Request

- 17.7.1 Upon receiving a written request from a unit member denied a transfer or reassignment or involuntarily transferred or reassigned, the District will provide a written response explaining the reason for denial of the transfer/reassignment within ten (10) days.

TA 9/30/25

District Response to THTA Proposal
September 30, 2025 @ 2:50

Dave Fisher 9/30/25

Zuli M. Kormelink

9/30/25

ARTICLE 22

MISCELLANEOUS PROVISIONS

22.1 Any individual contract between the District and an individual teacher covered by this contract heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement.

22.2 The District shall retain all residual rights and rights of copyright for all tapes, publications and any other educational materials produced at District expense on District time or at District direction, unless discussed and agreed upon prior to submission for copyright or sale.

22.3 A teacher's notification to the District that he/she intends to resign shall remain revocable until such time as the Superintendent acts to accept the resignation (see Board Policy #4117.2).

22.4 Teachers shall have reasonable latitude to present and exchange ideas, materials, and positions in their day to day teaching activities.

22.5 The Association may "consult" with the District over educational objectives, the content of courses and curricula, and the selection of textbooks.

22.6 The School Site Council, Advisory Board, or Charter Council shall meet three times a year.

22.7 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

22.8 It is further agreed that within ten (10) days of receipt of notification of the court's decision, negotiations shall commence regarding matters related to such provision.

22.9 It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices and procedures and over State laws, to the extent permitted by State law.

22.10 When there is not a substitute the District shall do the following:

22.10.1 For self-contained classrooms the District will first attempt to cover the affected class with an administrator. When this is not possible, students will be split into the other classes at their grade level or one grade level above or below. **The teacher(s) who receive the students will receive a pro-rated portion of the substitute rate (whole day or half-day) based upon the number of students they receive.** A stipend of \$50/teacher will be paid to the affected teachers.

22.10.2 For departmentalized classrooms the District will ask for volunteers that are willing to substitute teach during their prep time. Teachers who substitute teach during their prep shall **receive 1 hour of extra duty pay for their missed prep period.** be paid at \$40 per hour (8.3.3.1).

ARTICLE 25
EMPLOYEE BENEFITS

- 25.1.1 The District shall pay the premium for health insurance in the dollar amount specified in the schedule attached as Appendix I.
- 25.1.1.1 Effective October 1, 2022, the District contribution for medical benefits shall be \$1,100 per month for a full-time unit member.
- 25.1.1.2 Effective October 1, 2023, the District contribution for medical benefits shall be \$1,200 per month for a full-time unit member.
- 25.1.1.3 Effective October 1, 2024, the District contribution for medical benefits shall be \$1,212 per month for a full-time unit member.
- 25.1.1.4 **Effective October 1, 2025, the District contribution for medical benefits shall be \$1280 per month for a full-time unit member.**
- 25.1.1.5 **Effective October 1, 2026 the District contribution for medical benefits shall be \$1350 per month for a full-time unit member.**
- 25.1.2 Teachers who are absent on account of illness and who have exhausted their accumulated paid leaves and are placed on the 39-month re-employment list shall continue to receive insurance coverage for sixty (60) days.
- 25.1.3 Teachers on District approved unpaid leaves of absence or retiring from service may apply for health insurance coverage for the period of the leaves or retirement. The cost of said coverage is to be borne solely by the individual teacher applying for the benefit. The District assumes no responsibility for the collection and payment of any insurance premium; the Association and employee, so covered, agree to hold the District harmless from liability associated with extended coverage.
- 25.1.4 Premium costs above the dollar amount specified in Appendix I are the responsibility of the employee.

Remainder of Article unchanged.

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ARTICLE 26

TERM AND COMPLETION OF MEET AND NEGOTIATIONS

26.1 This agreement shall be effective as of July 1, ~~2025~~ ~~2022~~ and continue for a three (3) year period, to June 30, ~~2028~~ ~~2025~~.

26.2.1 Reopeners for ~~2027-28~~ ~~2023-24~~ shall be as follows:

Article 15 – Compensation

Article 25 – Employee Benefits

Two (2) articles of each party's choice


~~26.2.2 Reopeners for 2024-25 shall be as follows:~~

~~Article 15 – Compensation Article 25 –~~

~~Employee Benefits~~

~~Two (2) articles of each party's choice~~

26.3 The District and the Association agree that they will support this Agreement for its term. The Association or its representatives will not appear before the Governing Board of the Twin Hills Union School District to seek change in any provisions of this Agreement during its term, except by mutual agreement of the District and the Association.

District: 
DP 3/2/2026

THTA: 
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3/2/26

Memorandum of Understanding
Between
Twin Hills Union School District
And
Twin Hills Teachers Association

March 2, 2026

Regarding: After School Tutoring

The Parties agree as follows:

1. The Parties have reached a tentative agreement in contract negotiations to increase the rate of compensation for bargaining unit members performing after-school tutoring to \$50 per hour.
2. The District and THTA have an interest in implementing this Agreement immediately, in order to compensate teachers at the higher rate and provide tutoring to students.
3. Therefore, from the date of execution of this Agreement, the District agrees that it shall pay bargaining unit members at a rate of \$50 per hour for any after school tutoring performed by the unit member.
4. This increased rate via Agreement shall be applicable only through June 30, 2026. The parties acknowledge that after June 30, 2026, the contractual rate for after school tutoring shall apply.
5. This Agreement shall not set precedent in any way, and shall expire in full on June 30, 2026.

For THUSD:

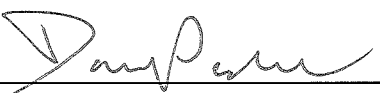
Date: 03/02/26

For THTA:

Date: 3/2/26

Name: Dana Pedersen

Name: Leslie Konvatinka

Signature: 

Signature: 

2/19/26

3:50p

D: counter

District Proposal
January 26, 2026

Appendix E-1 Job Descriptions

I. Teacher-in-Charge (TIC)

The Teacher-in-Charge (TIC) serves as the designated certificated staff lead during the temporary absence or unavailability of the site administrator. The TIC does not assume formal administrative authority.

Responsibilities include:

- Serving as the primary on-site contact for routine matters; supporting established school procedures; providing general student supervision (e.g., yard, bus, or traffic duty); and ensuring urgent issues are promptly communicated to the principal/director or district administration.
- Representing the site at meetings only at the principal's request and solely for liaison or informational purposes.
- Performing related duties within the scope of a certificated, non-administrative role, consistent with California Education Code.

II. Section 504 Facilitator Role

The Section 504 Facilitator role provides certificated coordination and liaison support to assist with Section 504 processes and does not assume the administrative authority of the site administrator or Section 504 Coordinator.

Responsibilities include:

In addition to attending Section 504 meetings, the individual will support communication among parents, staff, and service providers and serve as a liaison to ensure appropriate follow-up, documentation, and implementation of Section 504 plans, as directed.

- ~~Attending and coordinating Section 504 meetings; supporting communication with parents, staff, and service providers; and serving as a liaison for follow-up, documentation, and implementation of Section 504 plans, as directed.~~
- Referring matters requiring eligibility determinations, plan approval, or administrative decisions to the site administrator and performing related duties within the scope of a certificated, non-administrative role.

District Proposal

March 02, 2026

Appendix E-1 Job Descriptions

Overnight Field Trip Coordinator Stipend Description

The Overnight Field Trip Coordinator will be responsible for planning and coordinating the overnight field trip including but not limited to logistics, permission forms, communication with other support staff, parents and administration, transportation, risk management, fund raising coordination including but not limited to establishing and collecting fees, organizing support activities, and other needs as they may arise.

TWIN HILLS UNION SCHOOL DISTRICT
MYP: ALL SCHOOLS COMBINED for 2025-26 AB1200

		Current	Projection	Projection
		Year 2025-26	Year 2026-27	Year 2027-28
COLA (percentage)		2.30%	2.41%	3.06%
Funded COLA		2.30%		
ADA for LCFF Funding purposes		992.05	980.06	982.01
Enrollment		1,030.00	1,030.00	1,030.00
Revenue				
LCFF Sources: LCFF, EPA, Property Tax	8010-8099	12,230,828	12,337,794	12,716,491
Transportation Funding: NEW 15-16		106,299	108,861	112,192
Revenue Transfer (Def Maint F14)		(50,000)	(50,000)	(50,000)
<i>Basic Aid Supplement</i>	<i>8011-BAS</i>	1,439,430	1,440,000	1,440,000
Federal Revenues	8100-8299	176,262	176,262	176,262
Other State Revenues	8300-8599	324,768	337,561	337,989
		68,706	-	-
		821,197	566,190	566,189
STRS on Behalf of State		605,773	636,060	667,863
Local Revenues	8600-8799	1,918,998	1,798,670	1,809,705
Total Revenue		17,642,261	17,351,398	17,776,691
Expenditures				
Certificated Salaries	1000-1999	6,565,360	6,639,956	6,878,217
<i>2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27</i>		<i>152,192</i>	<i>190,738</i>	<i>30,100</i>
<i>Certificated Reduction per 03/12/2026 Board Meeting</i>			<i>(57,243)</i>	<i>-</i>
Certificated Salaries One Time Grant Funds		89,323	34,185	34,185
Classified Salaries	2000-2999	2,611,641	2,567,220	2,634,577
<i>2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27</i>		<i>61,665</i>	<i>60,666</i>	<i>-</i>
<i>Classified Reduction per 03/12/2026 Board Meeting</i>			<i>(44,968)</i>	<i>-</i>
Classified Salaries One Time Grant Funds		95,818	27,390	27,390
Employee Benefits -- Statutory	3301-3399;	445,099	428,903	437,483
Employee Benefits One Time Grant Funds		44,477	15,166	15,166
Employee Benefits STRS on Behalf of State	3101-3199	605,773	636,060	667,863
Employee Benefits STRS	3101-3199	1,201,049	1,211,759	1,236,120
Employee Benefits PERS	3201-3300	636,851	632,036	657,880
Employee & Retiree Benefits -- Health & Welfare	3400-3499;3700-3799;3900-3998	1,233,194	1,282,823	1,282,389
EE Benefits-H&W One Time Grant Funds		14,529	5,283	5,283
<i>2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27</i>		<i>79,805</i>	<i>35,793</i>	<i>36,508</i>
Books and Supplies	4000-4999	714,635	432,622	440,870
Books and Supplies One Time Grant Funds		169,305	22,500	22,500
Services, Other Operating Expenses	5000-5999	3,865,831	3,565,865	3,642,099
Services One Time Grant Funds		374,166	172,274	172,273
Restricted Expense Adjustment		-	-	-
Capital Outlay	6000-6999	-	-	-
Other Outgo	7100-7299 7300-7499	23,387	23,390	23,390
<i>Other Outgo: BAS to D21 charter</i>	<i>7299</i>	<i>150,000</i>	<i>200,000</i>	<i>200,000</i>
Total Expenditures		19,134,100	18,082,419	18,444,296
Excess (Deficiency)		(1,491,839)	(731,021)	(667,604)
Transfers In	8910-8929	1,806,270	1,794,550	1,694,550
Transfers Out (enter as negative)	7610-7629	(1,817,000)	(1,817,000)	(1,717,000)
Other Sources	8930-8979	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-
Contribution to Restricted Program	8980-8999	-	-	-
Total Transfers/Other Uses		(10,730)	(22,450)	(22,450)
Net Increase (Decrease)		(1,502,569)	(753,471)	(690,054)
Fund Balance				

TWIN HILLS UNION SCHOOL DISTRICT
MYP: ALL SCHOOLS COMBINED for 2025-26 AB1200

Beginning Balance		4,381,297	2,878,728	2,125,257
Audit Adjustment(s)		-	-	-
Net Ending Balance		2,878,728	2,125,257	1,435,201
Components of Ending Balance:				
Revolving Cash (nonspendable)	9711	9,000	9,000	9,000
Stores (nonspendable)	9712	-	-	-
Restricted (Res 2000-9999)	9740	752,545	566,080	713,887
Restricted Res2600 ELOP 23-24 Audit Adjustment		-	-	-
Committed	9750	-	-	-
Assigned: West County JPAs, SPED, RESIG		88,000	88,000	88,000
Assigned: Transportation JPA	9780	-	-	-
Assigned: Portables	9780	-	-	-
Assigned - 1 Time Discr. Funds: 2015-16 thru 2018-19		-	-	-
Assigned - Amount required for Charters to meet BP3100		-	-	-
Assigned - BP 3100 17% Reserve		1,287,620	763,424	(87,639)
Assigned - Fund Bal Site Support/Pensions/Tech/Facilities-Net		-	-	-
Assigned - Lottery Unrestricted		-	-	-
Assigned - COVID19 Legal / No Expense Reductions		-	-	-
Assigned - Adjustment / Reduce Assignments		-	-	-
Reserve for Economic Uncertainties (4%)	9789	741,562	698,752	711,955
Unassigned/Unappropriated Ending Bal	9790	-	0	-
Net Ending Balance		2,878,728	2,125,257	1,435,204
FUND 17 Calculation of Estimated Ending FB per year		\$ 352,148	\$ 364,148	\$ 376,148
General Fund + Fund 17 Combined Reserve Total		13%	10%	6%

Fund 12: Child Development		Current Year 2025-26	Projection Year 2026-27	Projection Year 2027-28
Revenue				
LCFF Sources: LCFF, EPA, Property Tax	8010-8099	-		
Federal Revenues	8100-8299	-		
Other State Revenues	8300-8599	-		
Local Revenues	8600-8799	360,820	366,232	371,726
Total Revenue		360,820	366,232	371,726
Expenditures				
Certificated Salaries	1000-1999	-		
Classified Salaries	2000-2999	299,118	312,118	326,032
2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27		6,880	7,522	-
Employee Benefits -- Statutory	3301-3399;	71,272	75257.35406	79,530
2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27		2,510	2,713	-
Books and Supplies	4000-4999	27,220	27,764	28,320
Services, Other Operating Expenses	5000-5999	(27,990)	(28,550)	(29,121)
Capital Outlay	6000-6999	-	-	-
Other Outgo	7100-7299 7300-7499	-	-	-
<i>Other Outgo: BAS to D21 charter</i>	7299	-	-	-
Total Expenditures		379,009	396,825	404,761
Excess (Deficiency)		(18,189)	(30,593)	(33,036)
Transfers In	8910-8929			
Transfers Out (enter as negative)	7610-7629	30,000	30,000	30,000
Other Sources	8930-8979	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-
Contribution to Restricted Program	8980-8999	-	-	-
Total Transfers/Other Uses		30,000	30,000	30,000
Net Increase (Decrease)		11,811	(593)	(3,036)
Fund Balance				
Beginning Balance		94,366	106,177	105,584
Audit Adjustment(s)				
Net Ending Balance		106,177	105,584	102,548
Components of Ending Balance:				
Revolving Cash (nonspendable)	9711	4,000	4,000	4,000
Stores (nonspendable)	9712			
Restricted (Res 2000-9999)	9740			
Committed	9750			
Assigned				
Reserve for Economic Uncertainties (4%)	9789	102,177	101,584	98,548
Unassigned/Unappropriated Ending Bal	9790			
Net Ending Balance		106,177	105,584	102,548

TWIN HILLS UNION SCHOOL DISTRICT
DISTRICT, ALL SCHOOLS COMBINED: 2025-26 Multi-Year Projection @ 2nd Interim

Fund 13: Child Development		Current Year 2025-26	Projection Year 2026-27	Projection Year 2027-28
Revenue				
LCFF Sources: LCFF, EPA, Property Tax	8010-8099	-		
Federal Revenues	8100-8299	105,000	107,100	109,242
Other State Revenues	8300-8599	271,000	276,420	281,948
Local Revenues	8600-8799	1,000	1,000	1,000
Total Revenue		377,000	384,520	392,190
Expenditures				
Certificated Salaries	1000-1999	-		
Classified Salaries	2000-2999	58,536	61,080	63,803
<i>2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27</i>		<i>1,346</i>	<i>1,472</i>	<i>-</i>
Employee Benefits -- Statutory	3301-3399;	34,619	35,812	37,070
<i>2025-26 Negotiated Settlement Increase - COLA 25/26 + 26/27</i>		<i>491</i>	<i>531</i>	<i>-</i>
Books and Supplies	4000-4999	231,400	236,028	240,749
Services, Other Operating Expenses	5000-5999	139,350	142,137	144,980
Capital Outlay	6000-6999	-	-	-
Other Outgo	7100-7299 7300- 7499	-	-	-
<i>Other Outgo: BAS to D21 charter</i>	7299	-	-	-
Total Expenditures		465,742	477,060	486,602
Excess (Deficiency)		(88,742)	(92,540)	(94,411)
Transfers In	8910-8929			
Transfers Out (enter as negative)	7610-7629	89,000	93,000	95,000
Other Sources	8930-8979	-	-	-
Other Uses (enter as negative)	7630-7699	-	-	-
Contribution to Restricted Program	8980-8999	-	-	-
Total Transfers/Other Uses		89,000	93,000	95,000
Net Increase (Decrease)		258	460	589
Fund Balance				
Beginning Balance		13,126	13,383	13,843
Audit Adjustment(s)				
Net Ending Balance		13,383	13,843	14,431
Components of Ending Balance:				
Revolving Cash (nonspendable)	9711	4,000	4,000	4,000
Stores (nonspendable)	9712			
Restricted (Res 2000-9999)	9740			
Committed	9750			
Assigned				
Reserve for Economic Uncertainties (4%)	9789	9,383	9,843	10,431
Unassigned/Unappropriated Ending Bal	9790			
Net Ending Balance		13,383	13,843	14,431

TWIN HILLS UNION SCHOOL DISTRICT

Principal/Director Salary Schedule

2025-2026 School Year

<u>Step</u>	<u>Salary</u>
1	\$130,412
2	\$133,670
3	\$137,016
4	\$140,432
5	\$143,941
6	\$146,821
7	\$149,757
8	\$152,749
9	\$155,813
10	\$158,933

Effective 7/1/2025

Annual Stipend: Masters Degree \$1,000
Doctorate Degree \$1,000

Health/Other Benefits: Administrators may select a medical, dental and vision insurance benefit plan from any of the plans offered other certificated employees with a total dollar allowance equal to the total of the certificated employee health plans as agreed in the collective bargaining contract.

Work Year: School Principals/Directors work year is 205 days per contract year.

Vacation: Shall be planned for the summer months and holiday periods. Vacation requests during the school year shall be submitted to the Superintendent for review and action.

Sick Leave: Shall accrue at one day per month (11 days per contract year).

Updated : 3/12/2026

Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

**District Business Manager
Salary Schedule
2025-2026**

<u>STEP</u>	<u>Annual Salary</u>
1	\$95,993
2	\$100,791
3	\$105,829
4	\$111,123
5	\$116,678
6	\$122,514
7	\$128,637
8	\$135,072

Effective 7/1/2025

Longevity:

3% at 11th year of service in position

4% at 15th year of service in position

5% at 20th year of service in position

Work Year: 12 months

Vacation: (per board action on 4/26/01)

Years 1-3 15 days

Years 4-6 18 days

Years 7-on 21 days

Health/Other Benefits:

The business manager may select benefit plans from those offered to certificated employees.

Classification:

The business manager is classified as a confidential management employee.

Updated 03/13/2026

School Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

CLASSIFIED SITE SALARY SCHEDULE 2025-2026

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	RANGE
S-1	16.90	16.90	16.90	16.90	16.90	16.90	S-1
S-2	17.00	17.50	18.00	18.50	19.00	20.00	S-2
A	19.18	20.20	21.22	22.25	23.32	24.50	A
B	19.18	20.20	21.22	22.25	23.32	24.50	B
C	19.18	20.20	21.22	22.25	23.32	24.50	C
D	19.18	20.20	21.22	22.25	23.32	24.50	D
E	19.18	20.20	21.22	22.25	23.32	24.50	E
F	19.49	20.51	21.58	22.66	23.68	24.96	F
G	19.95	21.02	21.95	23.02	24.25	25.42	G
H	20.31	21.38	22.36	23.48	24.86	25.93	H
I	21.02	22.09	23.27	24.40	25.52	26.86	I
J	21.43	22.56	23.63	24.96	26.19	27.47	J
K	21.84	22.91	24.14	25.32	26.55	27.98	K
L	23.74	24.96	26.19	27.52	28.85	30.07	L

Effective 07/01/2025

Stipends - Annual amount based on FTE, paid in equal amounts each month:

- * Night Differential: Annual \$1,300 Custodians 12 month position only, must work until 9pm to qualify
- * Hazardous Duty: Annual \$1,000 Full Inclusion IA only based on student need and subject to Superintendent's Discretion.

District will grant up to three (3) years for full-time work related experience for employees new to the district, subject to verification.

Updated: 03/12/2026

School Board approved:

TWIN HILLS UNION SCHOOL DISTRICT

Charter Classified Specialty Instructor Positions Hourly Pay Schedule 2025-2026

	Step 1	Step 2	Step 3	Step 4	Step 5
Range 1	\$ 44.14	\$ 46.40	\$ 48.65	\$ 51.20	\$ 53.61
Range 2	\$ 48.79	\$ 52.99	\$ 55.80	\$ 58.67	\$ 62.91

Effective 07/01/2025

Starting pay will be based on previous experience in the specialty area including Waldorf methods schools, up to Step 3 placement maximum.

Substitutes for classified Specialty Instructors will be paid at Step 1.
Range 2 for Classified Nurse

Updated : 3/11/2026
School Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2025-26

STEP	I A.B. & CREDENTIAL	II A.B. & 15 UNITS	III A.B. & 30 UNITS	IV A.B. & 45 UNITS	V M.A. OR 60 UNITS	STEP
1	62,169	63,032	63,897	64,756	65,617	1
2	63,032	63,897	64,756	65,617	67,244	2
3	63,897	64,756	65,617	67,244	69,804	3
4	64,756	65,617	67,244	69,804	72,368	4
5	65,617	67,244	69,804	72,368	74,932	5
6	67,244	69,804	72,368	74,932	77,496	6
7	69,804	72,368	74,932	77,496	80,060	7
8	72,368	74,932	77,496	80,060	82,627	8
9		77,496	80,060	82,627	85,189	9
10			82,627	85,189	87,751	10
11				87,751	90,311	11
12				90,311	92,876	12
13				92,876	95,445	13
14					98,004	14
15					100,568	15
16					103,156	16
17					105,739	17
18					108,328	18
19					110,915	19
20					114,362	20

Effective 7/1/2025

Teacher contract days for 1.0 FTE = 185 days

District Superintendent has discretion on setting step. Column based on units.

Salary to be paid in eleven (11) equal payments, August through June annually.

Updated: 3/13/2026

School Board approved: _____

TWIN HILLS UNION SCHOOL DISTRICT

DISTRICT STAFF CLASSIFIED SALARY SCHEDULE 2025-2026

RANGE	1	2	3	4	5	6	7	8	RANGE
P-1	16.90	16.90	16.90	16.90	16.90	16.90	16.90	16.90	P-1
D-A	18.06	19.08	19.95	21.02	22.04	23.17	23.74	24.34	D-A
D-B	20.36	21.33	22.36	23.63	24.86	26.04	26.70	27.36	D-B
D-C	22.66	23.74	24.96	26.24	27.47	28.95	30.39	31.87	D-C
D-D	27.11	28.39	29.87	31.30	32.89	34.68	36.37	38.26	D-D
D-E	28.54	29.98	31.55	33.05	34.73	36.47	38.37	40.21	D-E
D-F	29.61	30.89	32.37	33.80	35.39	37.18	38.87	40.76	D-F

Longevity: Year 10 = 5%; Year 15 = 10%; Year 20 = 15%
 School Year positions, vacation paid in check monthly Sept-June
 Longevity: Year 10 = 3%; Year 15 = 4%; Year 20 = 5%
 Year-round positions, vacation accrued

RANGE:	POSITION
P-1	Minimum Wage: effective 1/1/26
D-A	Cafeteria Assistant
D-B	Cafeteria Program Coordinator
D-C	District Office Assistant
D-C	Technology Technician
D-C	Maintenance/Custodial
D-D	Site Coordinator Grounds & Maintenance
D-D	District Technology Coordinator
D-E*	District Office Clerk - Fiscal & Superintendent Support
D-E*	District Student Information Services Assistant
D-E*	District Payroll/Personnel Technician
D-F	District Technology Coordinator+AERIES Support

Note: *D-E positions are confidential

Longevity is based on time in position on this salary schedule, not years of service

12 Month Employees

Vacation days:

- 1-4 years = 10 days
- 5-9 years = 15 days
- 10-14 years = 18 days
- 15+ years = 21 days

School Year Employees (10 Month) - See Board Policy

Effective: 7/1/2025 - 6/30/2026

Updated: 3/13/2026

School Board approved:

TWIN HILLS UNION SCHOOL DISTRICT

Superintendent Salary Schedule

2025-2026 School Year

<u>Step</u>	<u>Salary</u>
1	\$225,060

Effective 7/1/2025

Health/Other Benefits: 1.0 FTE Administrators may select a medical, dental and vision insurance benefit plan from any of the plans offered other certificated employees with a total dollar allowance equal to the total of the certificated employee health plans as agreed in the collective bargaining contract.

In an effort to maintain equity with other certificated and administrative personnel, with a written rating of satisfactory or higher the Superintendent shall receive a salary increase each year based on the percentage increase given on the certificated teachers' unit salary and principal salary schedule for a step raise (3% per year). The Superintendent will also receive the same salary percentage increase that is negotiated with the certificated bargaining unit.

Masters Stidend \$1000 annually

Automobile Stipend \$250 per month, Cellular Phone Stipend \$100 per month

Work Year: Work year is 220 days for 1.0 FTE per contract year, 8 hours per day.

Sick Leave: Shall accrue at one day per month based on FTE.
(12 days per contract year).

Updated: 03/13/2026

Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

**SunRidge Daycare Coordinator
Salary Schedule
2025 - 2026 School Year**

<u>STEP</u>	<u>Hourly Rate</u>
1	\$27.62
2	\$28.49
3	\$29.31
4	\$30.28
5	\$31.10

Effective 7/1/2025

Updated: 3/13/2026
School Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

**District Maintenance Director
Salary Schedule
2025-2026**

<u>STEP</u>	<u>Hourly Rate</u>
1	\$36.98
2	\$38.67
3	\$40.72
4	\$42.76
5	\$44.81
6	\$47.21
7	\$49.51
8	\$51.87

Effective 7/1/2025

Longevity:

3% at 11th year of service in position

4% at 15th year of service in position

5% at 20th year of service in position

Work Year: 12 months

Vacation: (based on BP4262)

Years 1-4 10 days

Years 5-9 15 days

Years 10-14 18 days

Years 15+ 21 days

Health/Other Benefits:

Classified employees working seven hours or more per day may select benefit plans from those offered to certificated employees.

Updated: 3/13/2026

School Board Approved:

TWIN HILLS UNION SCHOOL DISTRICT

**Child Care Director
Salary Schedule
2025-2026**

<u>STEP(S)</u>	<u>Annual Salary</u>
1	\$62,771
2	\$64,654
3	\$66,597
4	\$68,597
5	\$70,648
6	\$72,771
7-9	\$74,955
10-12	\$77,953
13-15	\$81,073
16	\$84,300

Effective 7/1/2025

Work Year: 12 months

Vacation: (based on BP 4262)

Years 1-4 10 days

Years 5-9 15 days

Years 10-14 18 days

Years 15+ 21 days

Health/Other Benefits:

Classified employees working seven hours or more per day may select benefit plans from those offered to certificated employees.

Classification:

This position is classified as a confidential employee.
employee.

Updated 3/11/2026

School Board Approved: