*Travis Unified School District's*

# NEGOTIATIONS NEWS

**Issue #1**

**TUSD Negotiations with CSEA** **May 8, 2026**

## Purpose

The Travis Unified School District is committed to providing community members, employees, and other interested individuals with factual updates following each bargaining session with the California School Employees Association.

Both teams met on April 17, 2023 for the first bargaining session for 2026-2027 reopeners. We agreed to bring forward Article 17 – Pay and Allowances, Article 18 – Fringe Benefits, Article 25 – Calendar and two additional articles for each party. These items were sunshined at our April 14th Governing Board meeting.

## Budget Summary

The District provided a budget overview highlighting current fiscal conditions and ongoing obligations:

- Projected COLA: 2.41% (approximately $1.538 million)
- Step and column costs: approximately $808,744 annually
- Cost of 1% salary increase: approximately $658,733
- Ongoing structural deficit in unrestricted funds and projected decline in ending fund balance
- Reserve levels currently around 22% to maintain fiscal stability

The District emphasized that ongoing expenditures must be balanced with available resources and long-term financial stability.

## CSEA Proposals

CSEA presented proposals related to salary, stipends, contract language, and benefits.

Compensation

- 5% ongoing salary increase
- 1% one-time off-schedule payment
- Contingency language tied to salary and health and welfare benefits

Additional Compensation / Stipends

- Educational Degree Stipends
  - Associate's Degree: $746 annually
  - Bachelor's Degree: $1,492 annually
  - Up to two stipends for multiple degrees
- Bilingual Stipend: $750 annually
- Cell Phone Stipend: $30/month for lead positions
- Inconsistent Duties Stipend: minimum 2.5% above current pay rate
- Teacher Substitute Stipend: additional $5/hour

Fringe Benefits

- Increase District contribution from $640 to $1,200 per month (or Kaiser equivalent)
- Increase in-lieu benefit from $440 to $600 per month

Contract Language

- Alignment of longevity language between the contract and salary schedule

**District Proposals & Responses** (next page)

**District Proposals & Responses**

Compensation

- Proposed 1% ongoing salary increase
- Proposed 1% one-time off-schedule payment
- Noted that available ongoing funds are limited due to budget constraints

Stipends

- Educational Degrees
  - Requested additional data to determine fiscal impact before considering proposal
- Bilingual
  - Expressed openness to exploring language with defined criteria and verified need
- Cell Phone
  - Open to consideration for positions with demonstrated operational need
- Inconsistent Duties
  - Did not accept and referred to existing "working out of class" provisions
- Teacher Substitute
  - Did not accept due to legal concerns regarding credentialing and assignment duties

Contractual Language

- Declined contingency language
- Engaged in discussion to clarify longevity provisions

Fringe Benefits

- Did not present a counterproposal at this session
- Indicated that total compensation costs must be reviewed before responding
- Noted that prioritization between salary and benefits would be necessary
- Reminded of invitation to have two members participate in a benefits committee to explore alternative benefits options.

Calendar

- Shared draft of 2026-2027 employee calendars
- Proposed forming a collaborative committee to support future multi-year calendars

**Highlights**

- The District emphasized fiscal constraints, including deficit spending and required cost obligations
- CSEA proposals reflect member priorities related to compensation, benefits, and recognition of additional duties
- Both parties engaged in constructive dialogue to clarify proposals and identify areas for further review and analysis
- Continued discussion to fully assess the financial impact of proposals and potential trade-offs is needed

**Next Session.** The teams are scheduled to meet again on May 12, 2026

**Bargaining Team Members.**

CSEA Team Members:
Simone Clemenz, Para Educator I
Larry Hogue, Lead Custodian
Joanne Morris, Lead Food Service
Tim Montgomery, Library/Media Technician
Nadine Patterson, HR Technician & President
Mike Rosenquist, Bus Driver
Shawana Grace, CSEA Labor Relations Representative

District Team Members:
Kristyn Andrews, Elementary Principal
Deanna Brownlee, Director, Special Education
Tracey Canady, Supervisor, Operations, Grounds & Maintenance
Nick Girimonte, Assistant Supt., Educational Services
Diane Johnson, Secondary Assistant Principal
Ana Martinez, Child Nutrition Manager
Gabe Moulaison, Chief Business Officer
Vincent Ruiz, Assistant Supt., Human Resources
Jon Pearl, Attorney, DWK