*Travis Unified School District's*

# NEGOTIATIONS NEWS

**Issue #2**

**TUSD Negotiations with CSEA** **May 15, 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 (CSEA).

**Session Overview**

The District and CSEA met on May 12, 2026 for their second bargaining session. The parties continued negotiations on compensation, hours of employment, transfers, stipends, and fringe benefits. Both teams exchanged counterproposals and engaged in detailed discussion to clarify interests and operational impacts.

**CSEA's counter proposals**

Article 17 – Pay and Allowances

- Revised salary proposal to 3% ongoing increase
- Continued proposal of:
  - Longevity language (withdrawn by CSEA)
  - Reclassification proposal to Delete existing language
  - Degree stipend additions
  - Bilingual stipend
  - Cell phone stipend (accepted the District's counter-language)
  - Inconsistent Duties stipend (withdrawn by CSEA)
  - Teacher Substitute Stipend

Calendars

- Verbally reached agreement on 2026-2027 calendars, pending cover page.

Article 13 – Hours of Employment

- Proposed addition of language regarding overtime, rotation and seniority
- Proposed new language related to Extra Hours and Extra Duty

**District Proposals & Responses**

Compensation & Benefits

- Proposed 1.5% ongoing salary increase effective July 1, 2026
- Clarified that compensation and benefits will be considered as part of a comprehensive package

Article 13 – Hours of Employment

- Proposed revisions to CSEA's proposed new language regarding the use of seniority when assigning overtime
- Did not accept the proposed new language related to Extra Hours and Extra Duty. This was followed by discussion

Article 11 - Transfers

- Proposed revisions to streamline the involuntary transfer process to better meet operational needs
- Noted that the current process may delay timely placement of staff where needed
- Emphasized that involuntary transfers are used only when necessary and not for disciplinary purposes
- CSEA indicated the need for additional member input before responding to these propose changes

Article 17 – Pay and Allowances

- Reclassification Process Language
  - Proposed separating a sentence into two separate bullet points to ensure consistency and transparency
  - Emphasized the importance of complete comparative data to support the review process
- Educational Degree Stipends
  - Referred to the salary schedule for degree stipend information
  - Did not accept new language
  - CSEA expressed interest in a single location in the contract for stipends
- Bilingual Stipend
  - Proposed a two-tiered system:
    - Level 1: $250 annually (basic communication support)
    - Level 2: $500 annually (more complex/advanced communication)
  - Included a process for assessment and eligibility
- Teacher Substitute Stipend
  - Reiterated concerns regarding legality and appropriateness of the proposal

Article 18 – Fringe Benefits

- Confirmed that benefits will be addressed as part of the comprehensive compensation proposal

**Highlights**

- CSEA revised its salary proposal from 5% to 3% ongoing
- The District increased its offer to 1.5% ongoing as part of a comprehensive compensation package
- Both parties engaged in detailed discussions regarding equity, operational flexibility, and consistency across worksites
- Areas of ongoing discussion include:
  - Extra Duty (Article 13)
  - Involuntary transfers (Article 11)
  - Stipends
- Verbally agreed to employee 2026-2027 work calendars

**Next Session.** The teams are scheduled to meet again on Friday, May 22, 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, Director, Student Auxiliary Services
Gabe Moulaison, Chief Business Officer
Vincent Ruiz, Assistant Supt., Human Resources
Jon Pearl, Attorney, DWK