Travis Unified School District's
Initial Proposal to the
California School Employees
Association (CSEA)
2026-2027 Reopener Negotiations
April 14, 2026

This is the Travis Unified School District's (District) initial proposal to the California School Employees Association (Association), for 2026-2027 reopener negotiations.

Before commencing negotiations, Government Code section 3547 requires the District and Association to present their initial proposals at a public meeting, and to afford the public the opportunity to be informed about and to express itself on those proposals ("the sunshining process"). State law also requires the Governing Board to adopt its initial proposals.

These negotiations are limited to Pay and Allowances (Article 17), Fringe Benefits (Article 18), calendar, and two additional Articles selected by each side.

The District is intent on working with the Association to develop a shared understanding of the District's fiscal realities and challenges; to address negotiable issues that further support employees' economic and professional well-being; and, to continue, strengthen and preserve essential programs and services that further student success, learning and achievement.

The District remains committed to good-faith bargaining and to working cooperatively with the Association to reach agreements that balance employee needs with the District's obligation to maintain sound fiscal stewardship on behalf of students, staff, and the community.

The District offers the following initial proposals:

Article 17 and 18: Pay and Allowances and Fringe Benefits
The District proposes to negotiate total compensation adjustments that are fiscally responsible and sustainable and that further the short and long term needs of our students and community.

Article 25: Calendar
The District proposes to consult with the Association regarding calendars for the 2027-2028 school year.

Article 11: Transfers and Reassignments
The District proposes to clarify the language in Article 11.4 related to Involuntary Transfers when there is a vacant position.

The District reserves its right to introduce new subjects of negotiations during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d).
The District looks forward to professional, efficient and good faith negotiations with the Association.