Initial Proposal of the
California School Employees Association (CSEA) and its Travis Chapter #454
To the Travis Unified School District
For the 2026-2027 Reopener Negotiations

CSEA desires to alter or amend the current collective bargaining agreement as follows for the upcoming 2026-2027 Reopener Contract Negotiations, in accordance with Article 24.3 Reopeners and Section 3547 of the Government Code.

Automatic Reopeners:

Article 17 - Pay and Allowances

- CSEA hereby proposes a fair and equitable increase to the salary schedule
- CSEA hereby proposes adding language for Bilingual Stipend
- CSEA hereby proposes adding language for teacher coverage and staffing shortages due to excessive vacancies

Article 18 - Fringe Benefits

- CSEA is interested in better health insurance/plan options with affordable, quality care for bargaining unit members
- CSEA proposes an increase to the district contribution to fringe benefit plans

Article 25 – Calendar

- CSEA proposes to negotiate calendars for the 2026-2027 work year

Additional Articles:

Article 13 – Hours of Employment

- CSEA has an interest in clarifying language on extra hours and overtime rotation
- CSEA has an interest in increasing the maximum total hours of compensatory time accrual

Article 9 – Employee Expenses and Materials

- CSEA has an interest in adding language on uniforms/shoes currently provided and increasing allowance amounts

The California School Employees Association and its Travis Chapter #454 reserves the right to make additional proposals at any time during the bargaining process, including but not limited to responses to proposals made by the District.