TENTATIVE AGREEMENT
TRAVIS UNIFIED SCHOOL DISTRICT AND
TRAVIS UNIFIED TEACHERS ASSOCIATION
REOPENER CONTRACT NEGOTIATIONS, JULY 1, 2026 THROUGH JUNE 30, 2027
June 2, 2026

The Travis Unified Teachers Association ("the Association") and the Travis Unified School District ("the District") have completed reopener negotiations for 2026-2027. The current Collective Bargaining Agreement, which expires on June 30, 2027, shall remain in full force and effect, except as amended by this Tentative Agreement and the referenced attachments.

Article 7 – Hours of Employment

See attached Tentative Agreement ("TA"), dated April 20, 2026

Article 18 – Salary and Fringe Benefits

Article 18 requires significant cleanup to omit inapplicable or outdated language (e.g., prior year salary and benefits agreements). Such cleanup will be reflected in the printed version of the parties' Collective Bargaining Agreement.

Subject to the above and enactment of at least a 4.31% Super COLA for the 2026-2027 school year, as currently proposed in the Governor's May Revise Budget, the District proposes to amend Article 18 to address the following total compensation increases:

- Effective July 1, 2026, increase the 2025-2026 certificated salary schedules by 4.31%
- Effective July 1, 2026, increase the District's contribution to current employee medical benefit premiums by 4.31%
- Effective July 1, 2026, increase the annual stipend for Middle School Robotics to 4.5%
- Effective July 1, 2027, increase the 2026-2027 certificated salary schedule by ninety percent (90%) of COLA 2027-2028
- Effective July 1, 2027, increase the Districts contribution to employee benefits premium by ninety percent (90%) of the ~~2026-2027~~ COLA 2027-2028
- Collective Bargaining Agreement will be closed for 2027-2028 school year except for the 2027-2028 calendar

Article 20 – Duration

Amend Article 20 to provide for a one-year contract (July 1, 2027 through and including June 30, 2028) upon expiration of the current agreement that expires on June 30, 2027.

Appendix B – Peer Assistance Program

See attached TA, dated April 29, 2026, to discontinue the PAR Program, effective July 1, 2026, and to eliminate any and all references to the Program from the Collective Bargaining Agreement.

Calendar

See attached TA, dated April 20, 2026, no new contract language but establishing a focus group to address 2027-2028 calendar issues.

This Tentative Agreement is subject to ratification by TUTA members and approval by the Governing Board.

Dated: June 2, 2026

For the District:

Vincent Ruiz
Assistant Superintendent, Human Resources

For the Association:

Mark Nowag
TUTA President

TUSD to TUTA
April 20, 2026
Article 7

Subject to re-numbering, cleanup and omission of repetitive language in 7.10 the parties have reached a Tentative Agreement on this Article.

Article 7

7.10 COMMON PLANNING DAYS Common Planning Days are shortened student attendance days for the purpose of collaboration, planning and preparation, and staff development. They occur ~~on a schedule of once~~ every Wednesday at the elementary ~~sites~~ and ~~two Wednesdays per month at the~~ secondary levels.

Article 7.10.1 - A schedule of Common Planning days for the school year, including a list of the dates reserved for District use, shall be sent to staff during the first week of the school year. ~~Common Planning days at Vanden shall be scheduled as set forth in section 7.10.8~~ accepted

Article 7.10.2 - There shall be no regularly scheduled meetings, such as IEP, SST, or staff meetings, during the time designated as teacher Common Planning time.

Article 7.10.3 - There shall be no school-wide parent conferences during the teacher designated time unless agreed to by a majority of the site staff at the beginning of each year.

Article 7.10.4 - There shall be no regularly scheduled activities on site during Common Planning time that would prevent on-duty site staff from participating in Common Planning.

Article 7.10.5 - Staff shall not bring children for whom they are responsible to school during this time except under special circumstances, which must be approved by the site administrator.

Article 7.10.6 - At the elementary level, effective July 1, 2025, nine (9) Common Planning days per year shall be reserved for site administration/District use. Up to three (3) of the nine (9) may be designated for district-wide grade-level common planning. In addition to the nine (9), six (6) Common Planning days shall be used for collaborative meeting time. These six (6) collaborative meeting agendas shall be developed in collaboration between grade level representative and site administration. All remaining Common Planning days will be released to the teachers for planning and preparation purposes. Common Planning days reserved for site administration/ District use shall not be scheduled on the first Wednesday of the month nor on the Wednesday before the minimum day designated for report card preparation.

Article 7.10.7 - At the secondary level, effective July 1, 2026, nine (9) Common Planning days per year shall be reserved for site administration/District use. Up to three (3) of the nine (9) may be designated for district-wide common planning. In addition to the nine (9), six (6) Common Planning days shall be used for collaborative meeting time. These six (6) collaborative meeting agendas shall be developed in collaboration between department chairs and site administration. All remaining Common Planning days will be released to the teachers for planning and preparation purposes. Accepted

~~[Teams to review other sections of this Article that may conflict with the language above.]~~

7.3 MEETINGS

Faculty meetings shall not exceed twelve (12) per year, as needed, and shall not exceed one (1) hour in duration, except in cases of emergency. Emergency us defined to mean a sudden unexpected need for action and is beyond the control of the District.

7.3.1 At Golden West, staff shall participate in evening parent conferences once a year, during first semester. The annual evening parent conference shall last no more than 2 ½ hours.

a) The following day shall be minimum day schedule. Unit members shall be dismissed 15 minutes after students have been dismissed.

b) Attendance at the evening conference and the following minimum day shall each be considered a half day employment

7.3.2 At Vanden High School and Golden West Middle School, there shall be no more than ~~two (2)~~four (4) after school faculty meetings, ~~one (1) per semester,~~ two (2) per semester and each meeting shall not exceed one (1) hour in duration (except in cases of emergency as defined in section 7.3 above).-

7.12 Athletic Director [To be addressed as part of Article 18 or salary schedule negotiations]

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Appendix B eliminated and any references to it elsewhere in the Collective Bargaining Agreement

APPENDIX B

Peer Assistance Program

(eliminate)

~~1. PURPOSE~~

~~1.1 The Peer Assistance and Review Program (Program) allows exemplary teachers to assist teacher in the areas of subject matter knowledge, teaching strategies, and teaching methods.~~

~~1.2 The extent of the Program's assistance and review depends on whether the participating teacher is a volunteer teacher, or a teacher who has received an overall unsatisfactory evaluation in the areas of teaching methods and instruction. The Program's assistance shall be provided through Consulting Teachers as described in detail in Sections 3.1 and 3.2 of this document. This assistance shall not involve the participation in, or the conducting of, the annual evaluation of certificated unit members as set forth in Article 12 of the collective bargaining agreement and Education Code 44660, et seq.~~

~~1.3 It is the intent of the parties that this Program shall be cost neutral to the District. By prior agreement, as part of the Peer Assistance and Review Program, PAR shall continue to support the Beginning Teacher Support and Assessment Program (BTSA) with a yearly transfer of twenty-five thousand dollars ($25,000).~~

~~1.4 The Program resources shall be utilized in the following priority: first, Referred Participating Teacher; second, the planning and conducting of professional development for BTSA participants to be funded at no more than twenty percent (20%) of the 2000-01 PAR re-sources, Voluntary Participating Teachers on evaluation cycle and other Voluntary Participating Teachers.~~

~~1.5 No additional cost of these programs shall be paid from General Fund monies. It shall be implemented only to the extent that special funding from the State is provided. This stipulation shall apply to the consulting teacher stipend, release time costs, administrative costs and all other costs created by the Peer Assistance and Review Program (PAR). If the funding is decreased at any time during the term of this Agreement, the effects of the decrease shall be negotiated.~~

~~2. DEFINITIONS FOR THE PURPOSE OF THIS DOCUMENT~~

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~~2.1 "TEACHER"~~

~~Any member of the certificated bargaining unit who is covered by the certificated evaluation Article 12 of the collective bargaining contract.~~

~~2.2 "CONSULTING TEACHER OR C.T."~~

~~An exemplary teacher meeting the requirements of subsection 4.5 who is selected and assigned by the Joint Committee to provide Program assistance to a Participating Teacher.~~

~~2.3 "VOLUNTARY PARTICIPATING TEACHER"~~

~~Any unit member wanting to engage in a professional growth activity utilizing a Consulting Teacher.~~

~~2.4 "REFERRED PARTICIPATING TEACHER"~~

~~A unit member whose most recent performance evaluation contained an overall unsatisfactory evaluation or unsatisfactory in the areas of subject matter knowledge, teaching strategies, or teaching methods and instruction. During an evaluation cycle, a unit member may be referred to the Program at any time as part of an improvement plan.~~

~~2.5 "STAFF DEVELOPMENT PROVIDER"~~

~~The staff development provider does research, prepares and presents topics or does other professional growth activities, in an ad hoc status, as determined by the Joint Committee.~~

~~2.6 "PRINCIPAL"~~

~~The certificated administrator or designee appointed by the District to evaluate a certificated teacher.~~

~~2.7 "JOINT COMMITTEE"~~

~~The governance body responsible for all funds and aspects of the Program.~~

~~3. PROGRAM OUTLINE~~

~~3.1 FOR REFERRED PARTICIPATING TEACHERS~~

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~~3.1.1 Any teacher listed in Section 2.4 must participate in the PAR Program.~~

~~3.1.2 The Consulting Teacher's assistance and review shall focus on the specific areas recommended for improvement by the Referred Participating Teacher's evaluator after the Referred Participating Teacher receives the unsatisfactory rating.~~

~~3.1.2.1 These recommendations shall be written, aligned with student learning, clearly stated, and consistent with Education Code Section 44662. These recommendations shall be considered as the performance goals required by Education Code Sections 44664 (a) and 44500 (b) (2).~~

~~3.1.2.2 The Principal, Consulting Teacher, and Referred Participating Teacher shall meet and discuss the recommended areas of improvement outlined by the Principal. The Consulting Teacher in consultation with the Principal shall determine the type of assistance that should be provided to the Referred Participating Teacher, pending approval by the Joint Committee.~~

~~3.1.2.3 The Consulting Teacher and the evaluating Principal are expected to establish a cooperative relationship. Any assistance provided to the Referred Participating Teacher shall be coordinated with other District programs.~~

~~3.1.2.4 The Consulting Teacher and the Referred Participating Teacher shall meet to discuss the plan for assistance. After that meeting, the Consulting Teacher shall provide the assistance set forth in Section 4.6.5, which shall also involve conducting multiple classroom observations of the Referred Participating Teacher.~~

~~3.1.3 Before April 1 of each year, the Consulting Teacher shall complete a written report assessing the teacher's participation in the Program consisting solely of:~~

~~1) A description of the assistance provided to the Referred Participating Teacher consisting of specifics regarding the nature and areas of the assistance and how often assistance was given.~~

~~2) A description of the results of the assistance in the targeted areas including a recommendation regarding the need for further assistance. This report shall be submitted~~

~~to the Joint Committee, with a copy also submitted to the Referred Participating Teacher who shall acknowledge receipt of the report.~~

~~3.1.4 After receiving the report, the Joint Committee shall determine whether the Referred Participating Teacher will benefit from continued participation in the Program. The Joint Committee shall notify the referring Principal whether the Referred Participating Teacher will be continuing in the Program.~~

~~3.1.5 The teacher shall continue participating in the Program until the Joint Committee determines the teacher no longer benefits from participation in the Program, or the teacher receives a satisfactory evaluation, or the teacher is separated from the District.~~

~~3.1.6 Recommendations regarding Program participants shall be forwarded to the Governing Board. This report shall include the names of teachers with unsatisfactory evaluations who, after sustained assistance, are unable to demonstrate satisfactory improvement. The portion or the report regarding individuals shall be made in closed session.~~

~~3.2 FOR VOLUNTARY PARTICIPATING TEACHERS~~

~~3.2.1 Any teacher may request a Consulting Teacher's assistance from the Joint Committee.~~

~~3.2.2 Voluntary Participating Teachers are expected to be individuals who wish to grow and learn with assistance with a peer, or who seek assistance due to a change in assignment or the institution of new curriculum. The Program for Voluntary Participating Teachers shall focus on practical application of certain teaching skills or the acquisition of a new subject matter. Each year the Joint Committee, in consultation with the District administration, may select certain curricular areas or skills for emphasis with a select number of Consulting Teachers.~~

~~3.2.3 For Voluntary Participating Teachers, the Joint Committee shall forward only the names of the participants to the governing board.~~

~~GOVERNANCE AND PROGRAM STRUCTURE~~

~~4. JOINT COMMITTEE~~

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~~4.1 The Peer Assistance and Review Program shall be administered by a Panel consisting of five members, three certificated classroom teachers, selected by the TUTA Executive Board, and two administrators appointed by the District. Qualifications for the teacher representatives shall be the same as those for Consulting Teachers as set forth in Article 4.5. A Joint Committee member's term shall be three years, except the first year of the Program when the terms for the teacher members shall be one two-year term, one three year term, and one four-year term. Incumbents may apply for additional terms.~~

~~4.2 The Joint Committee shall make all decisions through consensus in the areas of appointments, reports and recommendations to the Governing Board, and Program plan and budget. Failing consensus, decisions shall be made by majority vote. Four of the five Panel members shall constitute a quorum for purposes of meeting and conducting business.~~

~~4.3 The Joint Committee's primary responsibilities involve establishing the annual Program and budget, and selecting and overseeing the Consulting Teachers. In addition the Panel is responsible for:~~

~~4.3.1 Making an annual written report to the Governing Board and the Association Board regarding the program's impact and improvements to be made in the program;~~

~~4.3.2 Establishing Joint Committee Rules and Procedures necessary to carry out the requirements of the Education Code and this document, including the method for the selection of a Chairperson;~~

~~4.3.3 Insuring said Rules and Procedures shall be consistent with the provisions of the Agreement, and to the extent there is an inconsistency, the Agreement shall prevail;~~

~~4.3.4 Determining the number of Consulting Teachers in any school year based upon projected need for peer assistance, the available budget, staff development needs of the district, and other relevant considerations;~~

~~4.3.5 Establishing a procedure for application as a Consulting Teacher;~~

~~4.3.6 Selecting the Consulting Teachers;~~

~~4.3.7 Each year, the Joint Committee, may select certain curricular areas or skills for emphasis;~~

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~~4.3.8 Reviewing Consulting Teachers' reports on Participating Teacher referred to the Program;~~

~~4.3.9 Evaluating the effectiveness of the Consulting Teacher;~~

~~4.3.10 Coordinating with the District to provide training for Consulting Teachers, Joint Committee members, and, where appropriate, Participating Teachers; and~~

~~4.3.11 Forwarding to the Personnel Office at the end of the year all the records regarding the Program that shall be filed separately from the individual personnel records.~~

~~4.4 The Panel shall use the following procedure for establishing the annual Program plan and budget: By May 15 of each fiscal year the Panel shall establish a Program and budget for the succeeding year, which shall include:~~

~~4.4.1 The estimated state revenues for the Program;~~

~~4.4.2 The estimated expenditures, involving:~~

~~4.4.2.1 Projected number of Participating Teachers;~~

~~4.4.2.2 Projected (full and part-time) number of Consulting Teachers needed to service the projected need;~~

~~4.4.2.3 The total cost of salaries and/or stipends due to Consulting Teachers and Joint Committee;~~

~~4.4.2.4 Release time for the Joint Committee and Consulting Teachers;~~

~~4.4.2.5 Projected costs for training, administrative overhead, and if necessary, legal and consulting assistance; and~~

~~4.4.2.6 Projected allocation for BTSA programs outlined in Section 1.3~~

~~4.4.3 By June 1, the Program plan/budget shall be submitted to the Association President and the Superintendent for approval. If both parties do not approve the plan/budget, it may be modified by mutual agreement. By July 1, if the parties cannot reach agreement to either approve the plan/budget or to amend it, then the plan/budget shall be implemented as submitted by the Joint Committee.~~

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~~4.5 CONSULTING TEACHER - MINIMUM QUALIFICATIONS~~

~~4.5.1 A credentialed full-time classroom teacher with permanent status and at least five years of recent teaching experience.~~

~~4.5.2 Demonstrated exemplary teaching ability, as indicated by, but not limited to, effective communication skills, subject matter knowledge, knowledge and commitment to District curricular goals and standards, and mastery of a range of teaching strategies necessary to meet students' needs in different contexts.~~

~~4.5.3 Ability to work cooperatively and effectively with other teachers and administrators, demonstrated effective leadership skills, and experience in working on school or District committees.~~

~~4.6 HIRING PROCESS FOR CONSULTING TEACHERS~~

~~4.6.1 The Joint Committee shall fill Consulting Teacher positions after the District posting of the position. Each applicant shall be required to submit a completed application, which shall include at least three references from individuals who have direct knowledge of the applicant's abilities for the position. A reference from a Principal is preferred, although not required. All applications and references shall be treated with confidentiality and shall not be disclosed except as required by law.~~

~~4.6.2 The applicant shall sign a release form authorizing the Joint Committee to inspect personnel information related to his or her teaching experience and performance.~~

~~4.6.3 The Joint Committee shall make the selections and shall forward them to the Superintendent and the Association President. The Panel's procedures for selecting Consulting Teachers shall include provisions for classroom observation of Consulting Teacher candidates.~~

~~4.6.4 The Joint Committee shall assign Consulting Teachers. Within the first six weeks of their initial collaboration, either the Consulting Teacher or the Participating Teacher may petition the Joint~~

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~~Committee for an assignment change. The petition may be accepted or rejected by the Joint Committee.~~

~~4.6.5 Consulting Teachers shall provide assistance to Participating Teachers in the areas of subject matter knowledge, teaching strategies, and teaching methods. This assistance may include, but not be limited to, the following activities:~~

~~4.6.5.1 Providing assistance to improve in the specific areas targeted by the evaluating Principal or the California Standards for the Teaching Profession;~~

~~4.6.5.2 Meeting and consulting with the Principal or designee and the Participating Teacher regarding the nature of the assistance being provided;~~

~~4.6.5.3 Observations of the Participating Teacher during periods of classroom instruction;~~

~~4.6.5.4 Allowing the Participating Teacher to observe the Consulting Teacher or other selected teachers;~~

~~4.6.5.5 Attending specific training in specified teaching techniques or in designed subject matter;~~

~~4.6.5.6 Demonstrating good practices to the Participating Teacher; and~~

~~4.6.5.7 Maintaining appropriate records of each Participating Teacher's activities and progress, including a log of time spent in support of a Participating Teacher.~~

~~4.7 All matters and records relating to the Participating Teacher shall be confidential unless otherwise noted in this agreement.~~

~~4.8 STAFF DEVELOPMENT PROVIDER~~

~~4.8.1 The Staff Development Provider does research, presents topics to Beginning Teachers, or does other professional growth activities as determined by the Joint Committee.~~

~~5. COMPENSATION~~

~~5.1 JOINT COMMITTEE~~

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~~Joint Committee Members shall be compensated for their service for work outside the duty day at district's hourly rate of pay referenced in Article 18.5.~~

~~5.2 CONSULTING TEACHERS~~

~~Consulting Teachers shall receive a stipend of $749 for each term. In addition, they shall receive compensation based upon the time rendered in service to a Participating Teacher based upon blocks of time. Each block shall be up to ten (10) hours of one-on-one consultation and up to 1.5 days of observation, demonstration teaching or similar activity. The compensation for each block shall be $1,195. Consulting Teacher shall be compensated only for the amount of time preauthorized by the Joint Committee. Consulting Teachers shall receive the rate identified for Curriculum Development for any training required outside of their duty day.~~

~~5.3 STAFF DEVELOPMENT PROVIDER~~

~~The rate of compensation for Staff Development Providers shall be $121/hour of presentation or $717/day of presentation.~~

~~6. OTHER PROVISIONS~~

~~6.1 Functions performed by unit members under this document shall not constitute either management or supervisory functions as defined by Government Code Section 3540.1(g) and (m).~~

~~6.2 Unit members who perform functions as Consulting Teachers or Panel members under this document shall have the same protection from liability and access to appropriate defense as other public school employees pursuant to Division 3.6 (commencing with Section 810) or Title 1 of the California Government Code.~~

~~6.3 RECORDS~~

~~6.3.1 All documents and information relating to the participation in this program shall be regarded as a personnel matter and subject to the personnel record exemption of the California Public Records Act (Government Code Section 6250, et.Seq.) The annual evaluation of the Program's~~

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~~impact, excluding any information on identifiable individuals, shall be subject to disclosure under the Public Records Act.~~

~~6.3.2 All parts of the selection process of Consulting Teachers shall be treated as confidential and shall not be disclosed except as required by law.~~

~~6.3.3 All the documents for the Peer Program shall be filed by the Personnel Office separately from the individual's personnel records~~

Travis Unified School District
Proposal to TUTA
Negotiations for Agreement (2026-2027)
April 20, 2026

2027-2028 Employee Calendar

To inform negotiations between the District and TUTA for the 2027-2028 employee calendar, the District will convene a focus group to include certificated, classified and management staff representatives (up to three representatives each).

The focus group will discuss and develop 2027-2028 employee calendar options after considering operational needs, employee input, and community feedback. The focus group will then share their developed options with both the District and TUTA in advance of their negotiations for the 2027-2028 employee calendar (and possibly future years).

This is a shared interest of the District and TUTA and an effort to be transparent, inclusive, and collaborative.