Travis Unified School District and CSEA Chapter 454
2026-2027 Reopener Negotiations and
New 2027-2030 Successor Agreement

The Travis Unified School District (TUSD or the District) and the California School Employees Association and its Chapter 454 (CSEA), collectively the parties, have completed 2026-2027 reopener negotiations and as part of those negotiations the parties have agreed to a new three-year agreement (July 1, 2027, through June 30, 2030) to succeed the 2024-2027 ~~Agreement that~~Agreement that expires on June 30, 2027. Except as amended in this document and referenced attachments hereto, the 2024-2027 Agreement shall remain in full force and effect.

Cover Page

Upon expiration of the 2024-2027 Agreement, revise the Cover Page to reflect a new three-year term, effective July 1, 2027, through June 30, 2030. There shall be no reopener negotiations during the 2027-2028 school year.

Article 11, Transfers and Reassignments

See Tentative Agreement (TA), dated September 2, 2026, attached.

Article 13, Hours of Employment

See Tentative Agreement (TA), dated September 2, 2026, attached.

Article 17, Pay and Allowances

See Proposed Tentative Agreement (TA), dated September 2, 2026, attached.

Article 18, Fringe Benefits

See Tentative Agreement (TA), dated September 2, 2026, attached.

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Article 24, Duration

See Tentative Agreement (TA), dated September 2, 2026, attached.

Date: September 2, 2026

For CSEA:

-Mike Rosenquist

-Nadine Patterson

- Tim Montgomery

-Larry Hogue

- Simone Clemens

-Shawana Grace

9/10/26

For TUSD:

-Ranig El Siousi

-Gabe Monlaison

TENTATIVE AGREEMENT
TUSD AND CSEA
SEPTEMBER 2, 2026

The Parties agree to the following amendments to Article 11, as indicated below.

ARTICLE 11

TRANSFERS AND REASSIGNMENTS

11.1 DEFINITIONS

11.1.1 Transfer is defined as a change in assignment from one school or administrative site to another on a permanent basis without a change in classification or salary. Transfer does not include the concept of assignment or reassignment at a particular work site.

11.1.2 Voluntary Transfer shall be a transfer which is initiated through a written request submitted by unit member.

11.1.3 Involuntary Transfer shall be defined as a transfer which is initiated by the District, as specified in this Agreement.

11.1.4 Work Site shall be defined as individual schools, offices, and/or individual departments.

11.1.5 Work Location shall be defined as an assignment within a work site.

11.1.6 Open position shall be defined as one that the District determines will not be funded and therefore is not available for posting.

11.1.7 Vacancy shall be defined as a situation in which a new position is created, or an existing position will continue to be funded and therefore the position is available for posting.

11.1.8 Promotion shall be defined as the movement from one salary classification to another salary classification of a higher range.

11.2 FILLING OF VACANCIES

11.2.1 Except as provided in section 11.4, the District shall post notices of vacant positions for at least five (5) workdays, with a paper copy sent to the Chapter President. Additionally, the vacancy shall be posted as follows:

a) At worksites, during that worksites' student attendance year,
b) On the District's website, and
c) At the Central Office.

11.2.2 The job vacancy notice shall include: the job title, a brief description of the position and duties, the minimum qualifications required for the position, the assigned job site, the number of hours per day, regular assigned work shift times, days per week and months per year assigned to the position the salary range, and the deadline for filing to fill the vacancy and the date of the posting.

11.2.3 Job vacancies within the bargaining unit shall be filled in the following order:

1) To the extent required by applicable law, qualified applicants on the District's reemployment list shall be considered first.
2) Applicants serving in the same class and others who previously served in that class, and members who have timely filed voluntary transfer requests (see section 11.3), shall be considered next to fill the vacancy. Selection shall be a qualifications and seniority based system to include evaluations, performance, attendance, and interview. If two or more applicants are equal regarding criteria, the applicant with the greatest seniority shall be offered the position.
3) Applicants seeking promotion who have met District qualifications including job description requirements, satisfactory evaluations, attendance record, and interview shall be considered next. If two or more applicants are equal regarding the criteria, the applicant with the greatest seniority shall be offered the position.
4) All other applicants seeking job classifications who have met District qualifications, including job description requirements, satisfactory evaluations and attendance record, and interview shall be considered next. If two or more applicants are equal regarding the criteria, the applicant with the greatest seniority shall be offered the position.
5) If an existing employee does not file for an open and posted position by the internal deadline, they may still apply for the open position. However, their application will be considered along with all other outside applicants, with no preferential consideration.
6) New hire applicants for the position shall not be considered unless the position is unfilled after sub sections 1, 2, 3 and 4 have been followed.

11.2.4 Any employee in the bargaining unit who has been rejected for a vacancy for which he/she has properly filed shall be given the reasons for such rejection in writing if the employee so requests. The reason shall be given within five (5) working days.

11.2.5 If a vacancy is believed to be improperly filled or if the District has acted arbitrarily, unreasonably or capriciously, the informal discussion of the grievance procedure shall be with the personnel office and any formal grievance shall be initiated at level 2. The vacancy shall be considered not permanently filled until the resolution of the grievance.

11.3 VOLUNTARY TRANSFERS

11.3.1 A member of the bargaining unit may request, in writing, a voluntary transfer. Such transfer requests shall be submitted to the personnel office, and said request shall be retained for a period of twelve (12) months from the date of submittal. Voluntary transfers shall be granted if the employee meets the criteria established in 11.2.3.

11.3.2 An employee on a paid leave may give written authorization to his/her representative to file for a transfer on his/her behalf.

11.4 INVOLUNTARY TRANSFER

11.4.1 An Involuntary Transfer may be made by administration in the best interest of the District. Involuntary Transfers will not be initiated for arbitrary or capricious reasons. An Involuntary Transfer will be initiated and executed at the discretion of the Superintendent or their ~~his/her~~ designee.

11.4.2 Any member of the bargaining unit who is involved in a transfer that is administratively initiated shall be informed of this action by their ~~his/her~~ supervisor in a conference, ~~as soon as possible and preferably~~ at least ~~five (5) work days~~ ~~two (2) weeks~~seven (7) work days **two (2) weeks** prior to the reassignment and shall be provided written notice.

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11.4.3 When the transfer is necessitated by reason of work load, the affected employee will be allowed to select reassignment to any vacant position within the employee's job classification in lieu of layoff procedures.

~~11.4.4a)~~ 11.4.3.1 In determining location of worksite that an employee will be Involuntarily Transferred, the District will:

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1) Transfer the employee to an open position within the same job classification if a vacancy exists.

2) If no vacancy exists, the position will be posted as an opening for transfer.

3) In the event no employee volunteers for transfer, the employee being recommended for Involuntary Transfer will be subjected to applicable discipline provisions.

~~11.4.5~~11.4.4 Within ~~ten (10)seven (7) calendar~~ **ten (10) work**days of an employee receiving notification of Involuntary Transfer, ~~the impending action,~~ the employee may request a written statement regarding the reasons, which shall be provided within ~~ten (10)seven (7) calendar~~ **ten (10) work**days thereafter. ~~for the Involuntary Transfer.~~

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11.5 PROMOTIONAL POSITIONS

11.5.1 Permanent and probationary employees may apply for vacant promotional positions. The determination of promotional eligibility for probationary employees making such applications shall be based upon having completed their 5th month (110 scheduled workdays including paid holidays) of probation and having at least two satisfactory evaluations on file.

11.5.2 Qualified applicant(s) from within the District shall be interviewed first and in accordance with Article 11.2.3. Whenever possible a selection shall be made from among the promotional applicants.

11.5.3 The length of the promotional probationary period shall be six (6) months. Six months defined as 130 scheduled workdays including paid holidays.

11.5.4 An employee who does not successfully complete the probationary period in the promotional classification, has the right to return to a position in the former classification, subject to the provisions of Article 8.1.

11.6 INTERVIEW PROCEDURE

11.6.1 After the District determines who has qualified for the vacant position, interviews of qualified applicants shall occur. The District shall process each category separately.

11.6.2 The District shall establish an interview panel for the filling of each vacant position. Each interview panel shall have a classified employee on the interview panel. Whenever possible, the employee selected for the panel should be employed in either the classification in which the vacancy exists, or in a related class. The District shall select the classified employees for each of the interview panels.

TENTATIVE AGREEMENT
TUSD AND CSEA
SEPTEMBER 2, 2026

The Parties agree to the following amendments to Article 13, as indicated below.

ARTICLE 13
HOURS OF EMPLOYMENT

13.1 WORK WEEK

The regular work week for unit members shall consist of five (5) consecutive work days of eight (8) hours per day in a seven (7) consecutive day period. The work week of hours of employment for less than full-time employees shall be in accordance with Education Code Section 45131:

a) A regular work week shall be Monday through Friday.

b) A modified work week, such as four (4) 10-hour days may be established so long as it does not cause a reduction to the current bargaining unit positions and provide that the establishment of such a work week has the agreement of the Association representative of the incumbent employee(s) in the affected position(s). The district, upon notice to the Association, may establish such work weeks for vacant positions.

c) Modified work weeks shall consist of consecutive days unless mutually agreed upon for existing employee(s) or established prior to the filling of a vacant position.

d) The District may require a return from a modified work week to a regular work week with thirty (30) days written notice to the Association. For vacant positions, no duty to negotiate is required.

e) In the event the District proposes to change the work week of an existing position to include Saturday or Sunday, the District shall give prior notice to the Association. The parties agree to meet and negotiate the proposal to change the work week.

13.2 WORK DAY

The hours of the workday shall be designated by the District for each classified assignment, in accordance with the provisions set forth in this Agreement. Each employee shall be assigned a fixed, regular, and ascertain-able number of hours of work. Permanent changes to the hours of the work day shall be allowed upon two (2) weeks- notice in writing to the unit member, provided that such changes to not exceed one hour without the unit member's consent.

A temporary change in hours may be made with mutual consent of both the employer and the employee and with the approval of the employee's management supervisor.

13.3 ADJUSTMENT OF HOURS

Any employee who works an average of thirty (30) minutes or more per day in excess of a regular part-time assignment for a period of twenty (20) consecutive working days or more

by virtue of assignment and or with specific knowledge of designated management personnel, shall have his/her regular assignment adjusted upward from the first day to reflect the longer hours in order to acquire fringe benefits on an appropriate pro-rata basis during the time the employee works the excess hours.

If a regular part-time position works an average of thirty (30) minutes or more by virtue of assignment and/or with specific knowledge of designated management personnel, after forty (40) consecutive work days the district shall post additional hours for selection in that classification at that site as a permanent increase in hours to a current job assignment, with the exception of transportation which is addressed elsewhere in the contract.

13.4 LUNCH PERIOD

Employees working four (4) hours per day or less do not have a lunch period. They may extend their duty day to include a non-paid lunch period with the approval of their supervisor. Employees who work more than four (4) hours shall have a non-paid lunch period. It shall be taken as close to the middle of the employee's shift as practical.

13.4.1 The length of time for such lunch periods shall be for a period not longer than one (1) hour, nor less than one-half (1/2) hour, and shall be scheduled for employees at or about the midpoint of each work shift. Lunch periods longer than one-half (1/2) hour are subject to the approval of the employee's supervisor.

13.5 REST PERIODS

Rest periods shall be based on the total hours worked per day. Employees working less than three and one-half (3.5) hours per day shall not be granted a paid rest period. Employees working three and one-half (3.5) up to seven (7) hours per day shall be granted one (1) paid rest period. Employees working more than seven (7) hours per day shall be granted two (2) paid rest periods.

All rest periods shall be no less than fifteen (15) minutes and shall be granted as close to the middle of each four (4) hour work period as possible. The employee shall be relieved of all duties during any rest period.

13.6 VOTING TIME OFF

Employees may be provided with time off upon request for the purpose of voting in federal, state, or local elections without loss of pay.

13.7 OVERTIME

All assigned hours beyond eight (8) hours in any regular workday, or forty (40) in any regular work week, shall be compensated at the rate of one and one-half (1 1/2) times the employee's regular rate of pay. Overtime compensation shall be in accordance with Education Code Section 45128 and 45131. Overtime must be officially pre-approved by designated management personnel. The rate of compensation for overtime worked on the seventh day and/or Sunday shall be double time (i.e., twice the employee's normal rate of pay).

Employees having an average work day of four (4) hours or more during a work week

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shall be compensated at the overtime rate beginning with the sixth (6th) consecutive day of duty in the work week. Employees whose average work day is for (4) hours or less shall be compensated at the overtime rate for any work required to be performed on the seventh (7th) day of the work week.

Employees required to work on a legal district designated holiday shall be compensated at their regular rate of pay for the day worked plus the overtime rate of pay.

13.7.1 Overtime may be assigned to an employee as extension of his/her regular shift. Overtime that is scheduled in advance shall be ~~scheduled~~ **offered** on a rotating basis starting with the employee currently holding the position and/or shift, and then moving to the most senior qualified employee at each site and within each department. If there are not enough senior employees willing to work overtime, the overtime shall be assigned on a reverse seniority basis.

~~13.7.2 Seniority list for overtime rotation will continue and only restarts after everyone has received an offer. New hires will be added based on hire date.~~

~~13.7.2 The District shall continue to make reasonable efforts, as determined by the District, to use the seniority list, as amended, to offer overtime opportunities to eligible employees within the same classification. The District shall also make reasonable efforts to work through the list (on a seniority basis) before restarting with the most senior employees.~~

13.7.2 **The District shall make reasonable efforts to use the seniority list to offer overtime opportunities to eligible employees within the same classification. Overtime rotation seniority may be adjusted based on new hires. The District will work through the list, based on seniority before restarting with the most senior employees.**

13.7.3 Any employee shall have the right to reject any offer or request for overtime or callback except where the District informs the employee that the work which the employee is being requested to do is necessary to avoid imminent damage to or loss of District facilities, equipment, buildings, or issues of safety regarding students/staff.

Unless reasonable grounds exist that would cause a hardship for the employee, the employee will be required to respond to said emergency.

13.8 COMPENSATORY AND IN-LIEU TIME

13.8.2 DEFINITIONS

In lieu of monetary compensation for time worked beyond regularly scheduled work

days or hours, at his/her option the employee shall be able to bank that time, as limited below, as either compensatory time or in-lieu time, whichever is appropriate.

13.8.3 EARNING COMPENSATORY TIME

Compensatory time is time earned in accordance with the Fair Labor Standards Act, that is, for hours worked beyond eight (8) hours in one day, or more than forty (40) hours in one week, or a sixth day, shall be compensated at 1.5 hours for each hour worked. Work performed on seventh day or holiday is earned in a manner similar to that of Overtime, as defined in Article 13.7.

13.8.4 EARNING IN LIEU-TIME

In-lieu time is time earned by part-time employees working beyond their normal workday or extra days beyond their normally scheduled workdays. Such hours are compensated at a rate of 1.0 hour for each hour worked. Once a part-time employee works more than eight (8) hours in one day or forty (40) hours in one week, such time shall be Compensatory Time. All hours worked on a sixth day shall be Compensatory Time. All work performed on a seventh day and /or a Sunday, shall be compensated in a similar manner as Overtime, as defined in Article 13.7.

13.8.5 LIMIT ON ACCRUAL OF COMPENSATORY AND IN-LIEU TIME

The maximum total for accrual of compensatory and /or in-lieu time shall be forty (40) hours, at which time any additional hours shall be paid in the next payroll cycle. An employee who has not requested use of his/her accrued compensatory or in-lieu time, or has been denied its use during his/her work year, shall be paid for all banked accrued time in the June payroll warrant. Accrued compensatory time or in-lieu time not requested for payment at the end of the fiscal school year by June 10 will be scheduled for payment unless otherwise agreed and scheduled with the evaluating supervisor or designee. (Article 13.8.4)

13.8.6 USE OF COMPENSATORY AND IN-LIEU TIME AS TIME OFF

Compensatory and in-lieu time shall be used as time off only with the prior written approval of the employees' supervisor or supervisor's designee, and such requests shall be scheduled as to fit the normal workflow of the district. Such requests shall not be unreasonably denied. The reason(s) for denials shall be given to the employee in writing.

Employees working a twelve--month calendar year may elect to carry over to the next fiscal school year calendar a maximum of 40 hours with written approval by the evaluating supervisor or designee for use during the month of July. The compensatory days will be scheduled no later than June 10 or the Friday proceeding, in order to schedule and fir the normal workflow of the district during the summer month of Jul. Compensatory days scheduled during the month of July are not subject to payroll status, except for days on callback at the direction of the district.

13.8.7 RATE OF PAYMENT FOR COMPENSATORY AND IN-LIEU TIME

Compensation for compensatory or in-lieu time shall be paid at the rate in effect at the time at which it is paid (Education Code Sections 45128 and 45131)

13.9 MINIMUM CALL-IN TIME

Any employee called in to work by a District authorized representative (Business, Personnel, Curriculum & Instruction, PPS, Maintenance, Principal, etc.) on a day when the employee is not scheduled to work shall receive a minimum of two (2) hours pay at the appropriate rate of pay under this Agreement.

13.10 CALLBACK TIME

Any employee called after hours by a District authorized representative on a time when the employee is not scheduled to work shall receive a minimum of 15 minutes pay at the appropriate rate of pay under this Agreement. Pay for additional time will be compensated in 15 minute increments.

13.11 INSTRUCTIONAL ASSISTANTS / PARAPROFESSIONALS' WORK YEAR

The format of a calendar for instructional assistants and paraprofessionals will be set by district management in accordance with each individual school's program, and provided by September 1, except that the length of the work year shall not be involuntarily reduced below 180 days except as provided as a result of a negotiated agreement over the impact of layoffs.

13.12 DIFFERENTIAL COMPENSATION

13.12.2 LATE START DIFFERENTIAL

All employees in the bargaining unit who start a regular eight (8) hour shift after 6:00 p.m., when school is in session, shall work a seven and one-half (7 1/2) hour shift, and be paid for eight (8) hours. During the time when students are not in regular attendance, these employees shall work an eight (8) hour shift with the starting time to be fixed by designated management personnel.

13.12.3 SPLIT SHIFT DIFFERENTIAL

Employees whose shifts are split by more than one hour of unpaid time shall be compensated by an amount equivalent to one hour's pay at their respective placement on the Classified Salary Schedule for each day such a split occurs.

This differential is granted solely for recognizing the extended duration of the employee's work assignment.

13.13 USE OF LICENSES/CERTIFICATIONS OUTSIDE OF JOB DESCRIPTIONS

If the District requests the use of any license or certification held by an employee that is not required within the employee's regular job description, and the employee accepts the additional duties, then the employee shall receive special compensation equivalent to two (2) hours of the employee's applicable rate of pay for each day the license or certification is used.

The District specifically assumes no responsibilities for training, education or other requirement for maintaining said licenses or certifications.

13.14 OVERTIME - EQUAL DISTRIBUTION

Overtime shall be distributed and rotated as equally as is possible among employees in the bargaining unit within each department.

13.15 INCREASE IN HOURS

When the District has determined a necessity of expanding the assigned work hours, days or months, of an existing position, the following shall apply:

a) The additional time for the position shall be offered in the following order or priority:
   1. The incumbent
   2. Other employees in the class on the basis of seniority
   3. Employees who have been laid off and/or reduced in hours with reemployment rights

b) The incumbent in the targeted position when offered additional work must provide written acceptance of the additional time within 10 working days.

c) In the event the incumbent declines or does not respond to the offer of additional time, the employee shall be subject to the layoff provisions of Article 12.

13.16 DECREASE IN HOURS

No persons working as dual capacity employees will be laid off or have their hours reduced in order to create noon duty positions.

The work year, work week and workday shall not be involuntarily reduced below the 1997-98 school year. This provision shall apply to employees and positions but may be amended as a result of a negotiated agreement over the impact of layoffs.

13.17 **EXTRA HOURS**

Extra hours are paid hours for part-time employees, who are less than 8 hours per workday. Extra hours are temporary hours offered due to vacancy or leave. ~~**Extra hours will be offered on a rotational basis, based on seniority, starting with employees at the worksite or department within the classification. In the event no employees within the worksite or department accept the extra hours, they will be offered district wide based on seniority to employees within the classification. Extra hours should not cause disruption of permanent work hours.**~~

13.18 **EXTRA DUTY**

Extra duty refers to work performed outside an employee's regular assignment, scope of duties or standard hours. ~~**Extra dry will be offered on a rotational basis, based on seniority, starting with employees at the worksite or department within the classification. In the event no employees within the worksite or department accept the extra duty, it will be offered district wide based on seniority to employees within the classification. Extra duty should not cause disruption of permanent work hours.**~~

TUSD AND CSEA
PROPOSED TENTATIVE AGREEMENT
~~**JUNE 2, 2026**~~
SEPTEMBER 2, 2026

ARTICLE 17

PAY AND ALLOWANCES

17.1 **SALARY**

17.1.1 ~~For the 2024-2025 school year: One percent (1%) one-time off schedule payment (eligibility limited to unit members employed by the District as of this date of this signed tentative agreement).~~

~~For the 2025-2026 school year, classified salary schedules shall be increased by the same percentage as the final 2025-2026 COLA, effective July 1, 2025. The district's contribution to employee medical benefits shall be increased by the same percentage as the final 2025-2026 COLA, effective July 1, 2025.~~

~~**For the 2026-2027 school year, classified salary schedules shall be increased by five percent (5%) three percent (3%) effective July 1, 2026.**~~

~~Should any other bargaining unit or employee group receive an on-going salary schedule increase, one time off-schedule payment, or increase to the District's annual contribution to employee's health and welfare benefits premiums (under Article 18) for the 2024-2025 or 2025-2026 school year, then CSEA will be offered the same compensation increase for that school year.~~

~~**Should any other bargaining unit or employee group receive an on-going salary schedule increase, one time off-schedule payment, or increase to the District's annual contribution to employee's health and welfare benefits premiums (under Article 18) for the 2026-2027 school year, CSEA will receive the same compensation increase.**~~

~~Article 17.1 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 17.1 to address the following total compensation increases:**~~

- Effective July 1, 2026, increase the 2025-2026 classified salary schedules by 4.31%.~~;~~

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- Effective July 1, 2027, increase the 2026-2027 classified salary schedules by ninety percent (90%) of the 2027-2028 COLA.

~~Should any other bargaining unit or employee group receive an on-going salary schedule increase, one time off-schedule payment, or increase to the District's annual contribution to employee's health and welfare benefits premiums (under Article 18) for the 2026-2027 or 2027-2028 school year, then CSEA will be offered the same compensation increase for that school year.~~

~~If the LCFF COLA and/or increase to special education (AB602) revenue in the final budget act signed by the Governor are lower than those proposed at the Governor's May Revise by more than the equivalent of a 1% LCFF COLA, the increase to salary and benefits will be reduced by the equivalent percentage that the amount the LCFF COLA and/or increase to special education (AB602) revenue is reduced beyond the equivalent of a 1% LCFF COLA. For example, if COLA in the final budget act is 3% with no change in special education increase, the increase to salary and benefits will be 4% (1.31% reduction in revenues – 1% "buffer" = .31% reduction in salary increase).~~

~~If the LCFF COLA and/or increase to special education (AB602) revenue in the final budget act signed by the Governor are higher than those proposed at the Governor's May Revise by more than the equivalent of a .5% LCFF COLA, the increase to salary and benefits will be increased by the equivalent percentage that the amount the LCFF COLA and/or increase to special education (AB602) revenue is increased beyond the equivalent of a .5% LCFF COLA. For example, if COLA in the final budget act is 5% with no change in special education increase, the increase to salary and benefits will be 4.5% (.69% increase in revenues – .5% "buffer" = .19% increase to salary increase).~~

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17.2 The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided in Appendix "A".

Dual Capacity employees that work in one of their jobs as a Noon Duty Supervisor shall be paid for the Noon Duty Supervisor hours on Range 8 Step B.

An employee who is hired for an additional part-time position, and thus becomes a dual capacity employee, shall be placed on the appropriate step of the salary schedule for that additional position based up on the employee's qualifications and experience in the area of the additional position.

A new employee who receives wage credit for advance step placement must be provided documented verification. Notice will be provided to the Union upon written request. (Clean-up: removed underline. Existing language)

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17.3 All employees in the bargaining unit shall be paid once per month payable on the last day of the month on which the District Office is open with exception of any conflict with the County Office

17.4 Any employee in the bargaining unit has the option of correcting payroll errors which have resulted in insufficient payment as follows:

17.4.1 A supplemental warrant to be issued not later than five (5) working days after the error has been established.

17.4.2 An adjustment on the next month's payroll.

17.4.3 OVERPAYMENT

In the event an employee is overpaid, the District shall first notify the employee in writing and consult with the employee in order to establish a repayment plan that takes into consideration the needs of the employee. Exceptions shall be cases in which the employee is separating from the District.

In the event of direct deposits, the District shall not withdraw funds from any employee's financial account without the permission in writing of the affected employee. Exceptions shall be cases of employee's separating from the District.

17.5 A warrant for an employee in the bargaining unit which is lost or destroyed after receipt or which is not delivered within five (5) days of mailing shall be replaced upon the employee providing the payroll department with a signed Affidavit of Lost Warrant as follows:

17.5.1 A warrant which has been endorsed shall not be replaced until it has been declared stale-dated.

17.5.2 If a warrant which has been endorsed, is cashed by a party or parties unknown, it shall not be replaced.

17.5.3 A warrant which has not been endorsed shall be reissued within twelve (12) working days.

17.6 PROMOTION

When an employee is promoted, that is, reassigned to a position in a class with higher salary range than their previous class, their salary shall be adjusted so that they are placed on the appropriate step of the salary schedule within their new ranged based upon the employee's qualifications and experiences (inside and outside of the District). In the event that such placement does not result in at least a 5% increase in their salary they

shall be assigned to a step in the new range which is at least 5% above their existing salary.

17.7 WORKING OUT OF CLASS

Whenever a unit member is temporarily to perform duties inconsistent with, and in a class higher than those of their regular position, their salary shall be adjusted upward to their current step in the actual salary range of the higher classification.

17.7.1 Opportunities for working out of class shall be offered to the most senior person in the department/site unless the district can show that another person with less seniority is more qualified for the particular out of class assignment.

17.7.2 When a unit member has a long term absence requiring a substitute, as determined by the District, another qualified unit member shall be allowed to substitute in the position during the vacancy. No more than one staffing change shall result. Selection criteria for the substitute opportunity shall be consistent with the criteria in 17.7.1 above. To be considered for the substitute opportunity, the substitute opportunity must be in a classification higher than the would-be substitute's current classification.

17.8 Any employee in the bargaining unit required to use his/her vehicle on district business shall be reimbursed at the current IRS rate per mile for all employees for all miles driven on behalf of the District.

17.9 The District will arrange for lodging and payment for such lodging for any employee in the bargaining unit who, as result of work assignment, must be lodged away from home overnight. Costs for meals must be reimbursed if the employee is attending a District approved conference, school or workshop. Meals will be reimbursed in accordance with U.S General Services Administration (GSA) guidelines. These amounts shall be payable in a separate warrant drawn against District funds within ten (10) days working days of submission of the claim by the employee in the bargaining unit.

17.10 For sick leave, vacation, longevity and step advancement purposes, adjustments shall occur annually, in July, and not on the employee's anniversary date. For service toward the probationary period, the employee's anniversary date is the first day of the month of hire if employed between the first and the fifteenth, inclusive, of the month. Those employed between the sixteenth and the end of the month will begin their anniversary date the first of the following month.

17.11 Mandatory Inservice Training (required for an employee's job description or required certificates), shall take place during normal/regular working hours whenever feasible. In the event it is other than normal working hours, the employee will be paid at the regular or overtime rate of pay, whichever applies.

17.12 The district shall reimburse employees for the tuition and costs of all training programs required by the District and approved by the Superintendent or designee. The District shall also reimburse employees for obtaining, updating, and or renewing any certificated and or licenses required as a condition of their current employment.

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17.13 The District shall not utilize non-bargaining unit personnel to perform bargaining unit work until CSEA has been notified and until the parties have reached a negotiated agreement over the impact on employees represented by CSEA including individuals in layoff status. Use of volunteers shall be in accordance with and limited to extent provided by applicable law. Special projects for volunteers shall include, when appropriate, a bargaining unit member on paid status to assist with the performance and oversight of such work.

17.14 **LONGEVITY**

Effective July 1, 2021, all members of the bargaining unit shall receive longevity pay as follows:

10 consecutive years completed in District - $828 per year (for 12-month employees); $759 per year (for 11-month, or less, employees)

12 consecutive years completed in District - $1100 per year (for 12-month employees); $1008 per year (for 11-month, or less, employees)

14 consecutive years completed in District - $1384 per year (for 12-month employees); $1269 per year (for 11-month, or less, employees)

16 consecutive years completed in District - $1656 per year (for 12-month employees); $1589 per year (for 11-month, or less, employees)

18 consecutive years completed in District - $1941 per year (for 12-month employees); $1779 per year (for 11-month, or less, employees)

Every two years thereafter – Additional $284 per year (for 12-month employees); $261 per year (for 11-month, or less, employees)

Longevity payments shall be considered part of the salary schedule and will increase whenever there is an increase to the salary schedule. ~~**Percentage increases will be listed on the salary schedule.**~~

17.15 PROFESSIONAL GROWTH

Subject to approval by the District, members are eligible to be reimbursed for the successful completion of seminars, conferences, and courses taken at adult schools, community colleges, technical schools, and universities so long as the subject matter is relevant to District work (in and outside of their current classification) or required as part of their degree program.

Unit members may elect to submit their planned coursework for prior approval, and they shall submit proof of successfully completed coursework not later than 60 calendar days after issuance of official transcripts or written proof of successful completion.

a) Compensation Categories (increased amounts effective January 1, 2021)

1. Seminars, Conferences, Adult School, etc. 15 Hours = 1CEU 1 CEU = $30.00

2. Community College/Technical School a semester unit = $50.00

3. University/College 1 semester unit = $300.00

4. Effective January 1, 2021, a $1,200 maximum per employee per school year will be available for professional growth. Any money not used in a given year will not accumulate for use in future years.

17.16 CLASSIFICATION/RECLASSIFICATION/UPGRADE

a) Definitions:

- A Reclassification is a change in title and/or job description using the following criteria: Significant new or different duties/tasks, which are not currently in the job description.
- An Upgrade is a change in the range placement of any position(s) for any of the following reasons:
    1. The position is improperly placed on the salary schedule in relation to similar class or positions (i.e., clerical, maintenance, assistants, etc
    2. Position is out of line with similar position in comparison with agreed upon districts as to its placement on the salary schedule.
    3. Increase responsibility, complexity of current technical and/or decision-making skills.
    4. Less supervision by others and/or more supervision of others.

~~AGREED, BUT NOT TO BE INCLUDED IN THE CONTRACT**CSEA and the District agree to include list of agreed upon districts and review Reclass/Upgrade form for updates needed due to changes in this language.**~~

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b) Placement in class: Every position shall be placed in a class and accompanied with a job description. All classifications shall be placed within the bargaining unit according with the Ed. Code.

c) REQUEST APPLICATION AND TIMELINES

Request for reclassification/upgrade: An employee is entitled to request that his/her position be reclassified or upgraded.

Request: In order to meet the criteria, an employee must submit their request and supporting documentation to the Human Resources Department no later than March 20 of each year. The request shall consist of the following:

- Employee name and current classification, title, range, and site
- Employee requested classification, title, and range
- Statement from the employee stating the reason for their request

- ~~Supporting documentation provided by the employee will also be considered or Supporting documentation including job title, salary range and salary schedule from all districts within Solano County~~
- Job titles, salary ranges, and salary schedules of comparable districts (to be agreed upon by the District and CSEA prior to ~~March 20, 2027~~ **December 15, 2026.**
- Supervisor's signature indicating their review
- Any additional supporting documentation the employee wishes to provide, will also be considered.

~~***CSEA and the District agree to review and update Reclassification/Upgrade form, including listing agreed upon comparable districts prior to December 15, 2026.**~~

It is the employee's responsibility to submit the request and all supporting documentation to the Human Resources Department by the deadline. The request will then be reviewed by the Reclassification Committee. The Reclassification Committee may choose to deny the request, forward the request to the Reclassification Panel or mutually agree to the changes.

d) THE RECLASSIFICATION COMMITTEE

1. All reclassification/upgrade application requests shall be screened by a committee comprised of both CSEA and the District prior to being sent to the panel. The committee will review to see if applications meet the criteria:

~~a)~~ a. The committee will decide the documentation is complete and meets the criteria.

b) Workload increase will not be considered a basis for either reclassification or upgrade.

c) There shall be no reclassification or upgrade of vacant positions.

d) Decide that reclassification is not appropriate based on documentation and is therefore denied and not forwarded to the panel.

e) If the Association and the District mutually agree to changes in title, range, or the addition to or deletion of duties from a job description, the changes need not go before the panel and shall be put in place after the normal ratification procedures of each party.

e) THE RECLASSIFICATION PANEL

1. The panel consists of the following: one CSEA appointee, one management appointee, and a neutral who is chosen by both parties. The cost of the neutral, should there ~~by~~be any, shall be shared by CSEA and the District.

2. The review panel shall meet once a year in April and/or May.

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3. The employee(s) requesting the reclassification/upgrade shall present his/her facts to the review panel with any substantiating evidence.

4. The review panel shall have the authority to recommend the following:
   i. Range placement.
   ii. Changes or update of the job description.
   iii. Title changes.
   iv. Creation of a new classification or range.
      1. New classifications shall be assigned to the salary schedule pending negotiations on the appropriate placement of the new classification. Such negotiations shall be completed within sixty (60) working days of establishing the new classification.
   v. Internal consistency/integrity of the salary schedule must not be disrupted.

5. Upon reclassification upward or upgrade of a position or class of a position, the position (s) shall be assigned a range at least one range higher than the former range. The incumbent(s) in the position(s) shall be reclassified or upgraded with the position (s) and shall retain the previous step.

~~All approved reclassifications/upgrades shall take effect as of the following July 1st unless special circumstances mutually agreed upon arise.~~ In addition, if the reclassification panel recommends changes to the job description, ~~no reclassification or upgrade will be implemented or effective until the changes in the job description have been mutually agreed upon and approved by the parties Board of Trustees.~~ the reclassification or upgrade shall be put in place after the normal ratification procedures of each party.

~~6.~~

~~7.~~6. The recommendations of the panel shall be forwarded to the Superintendent for his/her final approval, which is binding.

~~8.~~7. The Superintendent response to reclassification/upgrade requests will be provided no later than September 1st unless special circumstances mutually agreed upon arise.

~~9.~~8. The Superintendent's decision on Reclassification/Upgrade requests will be rendered in the order received.

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17.17 STIPENDS (NEW)

17.17.1 Educational Degree Stipends
Employees will receive stipend which reflects highest degree obtained.

- ~~**Associated Degree: $746**~~
- ~~**Bachelors Degree: $1492**~~
- ~~Masters~~Master`s Degree: $2984
- Doctorate: $5965

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It will be pro-rated based on the percentage of time worked each year (if hired after the start of the year) and prorated based on full time equivalency. Stipend shall begin the month following submission of official transcripts.

~~**An employee who holds multiple degrees may receive up to two stipends (the two highest).**~~

17.17.2 Bilingual Stipend
~~**Employees whose job description does not include a requirement for written, spoken or signing fluency in a language other than English, but who have demonstrated the necessity for regular use of a second language, will receive a bilingual stipend.**~~

~~**The site administrator/site supervisor/district office administrator will designate who utilizes a needed second language during the course of their routine duties to support the school/site/district/office/department to receive a $750.00 annual stipend to be paid monthly prorated based on work year calendar.**~~

Employees, whose job description does not include a requirement for written, spoken, or signing fluency in a language other than English, but who have demonstrated the necessity for regular use of a second language, may contact their direct supervisor in writing for consideration of receipt of an Interpreter/Bilingual Services stipend.

The written request shall include the rationale for the need to use a second language at work and indicate the level of translation/bilingual services the employee would like to be considered for. This process may also be initiated by the District, with mutual agreement by the member. The direct supervisor shall initiate the process for review and approval/disapproval of such request. Employees are required to have passed all TUSD assessments to be authorized as meeting proficiency levels for Educational Interpreter/Bilingual Services Level I and/or Level II.

Level I: Interprets/communicates orally as needed, in all work settings, including, but not limited to, phone calls, notes, parent contact, etc. Performs written translation of simple communications.

Level II: Interprets/communicates orally as needed, in all work settings, including, but not limited to IEP, IFSP, SARB, parent-teacher conferences, assessments/testing, etc. Performs written translation of complex documents such as IEP's, forms, communications, etc.

a. **An annual stipend of two hundred ~~firty~~ fifty dollars ($250.00) for Level I services.**
b. **An annual stipend of five hundred dollars ($500.00) for Level II services.**

The District's need for services of members receiving a Level I or Level II stipend may be evaluated annually, or more frequently if needed. Employees receiving a Level I or Level II stipend may be reassessed at any time to reestablish proficiency, at the discretion of the District. The District's determination that services at a particular level are no longer needed shall not preclude the member from being considered for services at a lower level.

17.17.3 Cell Phone Stipend
Employees in lead positions listed below will receive a stipend of $30.00 paid monthly or a District-issued cell phone , as determined by the District. Cell phone and/or stipend is for required use of cell phone for district business during work hours and emergency situations outside of regular work hours. Emergency usage will be compensated at extra-hours or overtime rate of pay as applicable.

Positions eligible are:

- **Lead Maintenance**
- **Lead Food Service**
- **Lead Custodian**
- **Other positions may be eligible for stipend and/or District-issued cell phone as determined by the District**

~~17.17.4 Inconsistent duties Stipend~~
~~An employee may be temporarily assigned the duties and responsibilities of a higher classification if such duties reasonably relate to those fixed for the position. Employees temporarily assigned duties and responsibilities outside their current job description shall be compensated beginning day one (1). Inconsistent duty compensation shall be at the pay range of the position that is being filled with a minimum of two and one-half percent (2 ½%) pay increase above his/her regular pay plus longevity if applicable.~~

~~17.17.5 No Teacher Substitute Stipend~~

~~The priority of CSEA and the district is to provide a substitute teacher in position when a certificated staff member is unavailable.~~

~~Effective July 1, 2026, if no teacher substitute is available , and students are present the following process shall be applied:~~

~~a. Classroom substitute needs are determined by the site administrator. The administrative process/procedure shall be adhered to in order to set the schedule for the day.~~

~~b. All paraeducators/instructional assistants/behavior assistant/Library Media Technician or Student Support Specialist, in a classroom without a teacher/substitute teacher shall be compensated at an additional $5.00 per hour, based on their regular assignment. The stipend is based on the individual classroom not having a teacher/substitute teacher present, meaning that the stipend shall be given even if there is a certificated staff on campus.~~

c. ~~Additional pay should be submitted on a timesheet on the last working day of the month to their site administrator.~~

TENTATIVE AGREEMENT
TUSD AND CSEA
~~**JUNE 2, 2026**~~
SEPTEMBER 2, 2026

The parties agree to amend Article 18 as indicated below:

ARTICLE 18

FRINGE BENEFITS

18.1 BENEFIT PLANS

~~Subject to 2024-2025 negotiations the District's annual contribution shall revert to $7,500, effectively July 1, 2024. The District's contribution to employee medical benefits shall be increased by the same percentage as the final 2025-2026 COLA, effectively July 1, 2025.~~

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~~**Effective July 1, 2026, the district's monthly contribution will be adjusted to the equivalent of the Kaiser HMO health plan or $1,200.00 per employee for health benefits based on whichever amount is less. Any amount not expended will not accrue to the employee. An employee selecting a health insurance plan that exceeds the District's contribution shall have the amount deducted from his/her paycheck.**~~

~~**For one year only (July 1, 2026 through June 30, 2027) increase the District's annual contribution from $7,500 to $8,400. During this same year, the District and CSEA shall explore other plans and provider options to continue to provide high quality benefits at a more reasonable price for both the District and employees. Subject to 2027-2028 negotiations the District's annual contribution shall revert to $7,500, effective July 1, 2027.**~~

- ~~Effective July 1, 2026, increase the District's contribution to current employee medical benefit premiums by 4.31%;~~
- Effective July 1, 2026, increase the District's contribution to current 2025-2026 employee medical benefit premiums by 4.31%;
- Effective July 1, 2027, increase the District's contribution to 2026-2027 employee benefits premiums by ninety percent (90%) of the 2027-2028 COLA.

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The District will provide the following fringe benefits to unit member in accordance with 18.3.

a) MEDICAL INSURANCE

A medical insurance health plan selected from the following list:

Kaiser HMO $30
Kaiser Deductible HMO Kaiser HSA $2800
Kaiser HSA $1800
Sutter Health Plus HMO $20
Sutter Health Plus HSA $2500
Western Health Advantage HMO $20
Western Health Advantage HSA $1800

b) DENTAL INSURANCE
Delta Dental will pay 50% of covered fees for covered prosthodontics benefits (replacement of missing teeth), 100% of dental accident benefits and 50% of orthodontic benefits. (Percentage for these services do not increase as they do for preventative, basic, etc.) Payments for diagnostic, basic, restorative and prosthodontics services are limited to a maximum of $1,500 per person per calendar year. Payments for dental accident benefits are limited to a separated $1,000 maximum per calendar year.

Note: In order to make changes to dental benefits, an employee must have a documented qualifying life event, which includes the following:

- Loss of coverage, including turning 26 and aging out of parent plan.
- Change in household: marriage, divorce, having a baby, adopting a child, death in the family.
- Change in residence: moving to a different ZIP code or county.
- Other: change in income, additional hours or loss of hours, change in position.

c) IRS SECTION 125 FLEXIBLE BENEFIT PROGRAM
The District shall provide an IRS Section 125 Flexible Benefit plan through a third-party administrator. The plan shall include dependent day care, flexible spending account and supplemental plan options.

Hold Harmless Clause: In respect to any possible lack of follow-through, changes in IRS codes, or need for change of party administrator, the emp loyees and CSEA shall hold the Travis Unified School District harmless.

d) VISION INSURANCE
The District shall offer a vision plan to all bargaining unit members that is comparable to the vision plan offered to other bargaining units.

e) IN LIEU BENEFIT
The District shall continue to provide a cash in lieu benefit for those unit members who are receiving said benefit on or March 13,2008. The amount per month of employment of this benefit shall be ~~$440.00~~ ~~$600.00~~ $440.00. This amount shall be prorated for part time employees according to the schedule in Article 18.3.

Subject to the requirements of the health care providers, employees receiving the

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in lieu benefit are eligible to elect to convert that benefit to health care coverage during the annual open enrollment period, other times as permitted by the health care providers, or as mandated by law. This conversion may occur one time only. That is, once this benefit is converted to health care coverage, the employee shall lose the eligibility to revert to the in-lieu benefit.

Employees hired after July 1, 2005, shall be offered enrollment in health care plans, however, they will not be eligible to receive the in-lieu benefit, at that time or, any time in the future.

Employees who enrolled in health care coverage before October 2005, had the opportunity to elect, one time only during the October 2005 open enrollment period, to convert their health insurance benefit to the cash in-lieu benefit. This benefit is no longer available.

f) LIFE INSURANCE
This District shall make available to unit member a District-paid forty-thousand-dollar ($40.000) term life insurance plan.

18.2 The District shall increase the current maximum monthly sum contribution to health care premiums (the benefit cap) from five hundred seventy five dollars ($575.00) to six hundred twenty-five dollars ($625.00) per month, effective January 1, 2018, per qualifying employee and his/her dependents, unless the employee is eligible for the cash in lieu payment under 18.1 (e).

Once an employee elects a given medical plan and specific plan coverage option, The District shall continue to make the necessary payroll deduction to maintain that plan membership for the employee, including any required increases in payroll deduction required by increases in plan rates, until such time as the employee submits the appropriate forms to the District Office to change plans and/or coverage options. Such requests are subject to the limits of law, and the rules set forth by the plan carriers.

18.3 All regular and part-time employees are eligible for health and dental insurance on a pro-rata basis from two to eight hours with quarter hour increments shown as follows:

Hours		Hours		Hours	
2	31.250%	4	56.250%	6	81.250%
2.25	34.375%	4.25	59.375%	6.25	84.375%
2.5	37.500%	4.5	62.500%	6.5	87.500%
2.75	40.625%	4.75	65.625%	6.75	90.625%
3	43.750%	5	68.750%	7	93.750%
3.25	46.875%	5.25	71.875%	7.25	96.875%
3.5	50.000%	5.5	75.000%	7.50	100.000%
3.75	53.125%	5.75	78.125%		

California School Employees Association (CSEA) and Travis Unified School D istrict (TUSD) agree to form a joint benefits committee. This committee will rev iew health insurance options, including CalPERS, for cost effectiveness and to s ecure benefits for retiree medical coverage.

The committee will consider all options for options for cost containment includi ng but not limited to:

- Review plan configurations
- A district wide plan for Orthodontics
- The current district benefits CAP
- Chiropractic as a health plan option

This committee and all of its findings are advisory pending ratification by the pe rspective units.

CSEA Counterproposal #1: 2027-2030 Successor Contract
September 2, 2026
Time: _____

ARTICLE 24

DURATION

24.1 DURATION

Terms and conditions of this Agreement, to include modifications negotiated during contract re-openers, shall become effective upon ratification by the Parties, Travis Unified School District (District), and California School Employees Association, Chapter 454 (Association), and shall continue in full force ~~**July 1, 2024 and continue through June 30, 2027**~~, **July 1, 2027 and continue through June 30, 2030** or such time that the Parties have ratified a Successor Agreement.

24.2 CONCERTED ACTIVITES

For the duration of this Agreement, the Association agrees that it will not organize or participate in any concerted activities of another bargaining unit employed by the District (i.e., strike, work stoppage, slow down, or refusal or failure to fully perform job functions and responsibilities).

The foregoing shall not be operational if such stated actions are directed by requirements of the parent organization of C.S.E.A., Chapter 454.

24.3 REOPENERS

~~**The parties have completed negotiations for the 2024-2025 and 2025-2026 school years. Reopener negotiations for 2026-2027**~~ **The parties have completed negotiations for 2026-2027 and 2027-2028. Reopener negotiations for 2028-2029 and 2029-2030** shall be limited to total compensation (Articles 17-**Pay and Allowances** and 18-**Fringe Benefits**), calendar and two non-economic issues per side.

24.4 CHANGES IN LAW

Nothing withstanding other subsections of this article, the District or the Association may request, at any time, to meet and negotiate items that are with the scope of bargaining that become necessary as a result of changes in law.