

**Travis Unified School District's
and
Travis Unified Teachers Association
Reopener Negotiations for 2023-2024
Tentative Agreement
May 8, 2023**

ARTICLE 7.5 ELEMENTARY PREPARATION/PLANNING

7.5.1 Elementary General Education Teachers

Effective Jan. 4, 2010, elementary school teachers, grades K-3 shall have one hundred twenty (120) minutes every ten school days for preparation/planning. Elementary school teachers, grades 4-6, shall have one hundred fifty (150) minutes every ten school days for preparation/planning.

Preparation time for 6th grade classes at the middle school campus shall receive the same preparation time as 7th and 8th grade teachers.

The principal shall schedule the prep periods within the student instructional day for grades 1-6 for a minimum of 30-minute increments.

Kindergarten prep shall be taken outside of the student instructional day, unless the unit member is assigned to a full day kindergarten class. Prep periods for full day kindergarten shall be within the student instructional day for a minimum of 30-minute increments. ~~Exception shall be made for minimum days and in-service days.~~

On minimum days and in service days, elementary school teachers may schedule their prep before or after the instructional day, but during the duty day.

Unit members who volunteer, under the conditions set below, to substitute during their preparation period shall be compensated for their time at a rate determined by the following formula:

Elementary School: ((Column IV, step 9)/183) x 0.10 = per prep period amount

7.5.1.1

Based on Proposition 28 funding, applicable law and regulations/guidance, and availability of adequate staffing, the District shall make a good faith effort to hire at least two full-time qualified and credentialed teachers for the first year, and an additional two full-time qualified and credentialed teachers for the second year to increase elementary sites' arts instruction and/or arts programs with a measurable increase to preparation time for elementary school teachers at the sites where additional arts instruction and/or arts programs are offered. The principal or

program director, in coordination with the District, would determine how to expand a site's arts instruction and/or programs.

If Proposition 28 funding decreases, TUTA and TUSD agree to renegotiate adjustments to funding to cover the cost of the Elementary Art or Music teachers, required to maintain preparation at the 2024-2025 specified level.

Subject to the above, for the 2023-2024 school year, general education elementary school teachers, grades K-3 shall have 180 minutes every ten (10) school days for preparation and planning.

Subject to the above, for the 2023-2024 school year, general education elementary school teachers, grades 4-6 shall have 225 minutes every ten (10) school days for preparation and planning.

Effective July 1, 2024, general education elementary school teachers, grades K-3 shall have two hundred forty (240) minutes every ten (10) school days for preparation/planning. General education elementary school teachers, grades 4-6, shall have three hundred (300) minutes every ten (10) school days for preparation/planning.

Unit members who volunteer, under the conditions set below, to substitute during their preparation period shall be compensated for their time at a rate determined by the following formula:

Elementary School: ((Column IV, step 9)/183) x 0.10= per prep period amount

7.5.2 Elementary Special Education Teachers

Elementary special education teachers, in coordination with their site principal, shall have the equivalent of 150 minutes per week, adjusted based on the school calendar, of unassigned time each week to complete case management duties. ~~This time shall be in addition to their regularly scheduled prep periods as described in section 7.5.1 above.~~ In addition, elementary special education teachers shall have one hundred fifty (150) minutes every ten school days for preparation/planning. Part-time special education teachers shall have unassigned time set aside to complete case management duties on a pro rata basis.

RSP/Learning Center

RSP/Learning Center teachers, in coordination with their site principal, shall have the equivalent of 150 minutes per week, adjusted based on the school calendar, case management duty time as referenced above into their daily schedules. Effective July 1, 2023, TK through 6 RSP Learning Center teachers shall be included on the Program

Specialist / School Nurse salary schedule, which will provide an additional 30 minutes to their compensated work day. This time is designated for case management duties and shall be directed by the unit member.

SDC

Effective July 1, 2021, TK through 6 SDC teachers shall be included on the Program Specialist / School Nurse salary schedule, which will provide an additional 30 minutes to their compensated work day. This time is designated for case management duties and shall be directed by the unit member.

7.6 REQUIRED PARTICIPATION

Each member of the unit shall participate in the Back-To-School event as well as participate in an additional four (4) three (3) adjunct duties or twelve (12) ten (10) eight (8) hours of adjunct duty whichever comes first related to student activities per year. ~~Unit members at Vanden shall also participate in the Graduation ceremony.~~

Examples of duties related to Student Activities include ~~are~~ athletic events, ~~graduation, club activities,~~ dances, ~~music, and drama events,~~ and other Administrator-approved social events. These adjunct duties shall be scheduled equitably among the members of the unit at each school site.

7.10 COMMON PLANNING DAYS

7.10.6 At the elementary level, effective July 1, 2020, nine (9) Common Planning days per year shall be reserved for site administration/District use. Up to three (3) of the nine (9) may ~~shall~~ be designated for district-wide grade-level common planning. All remaining other 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. Teachers will participate in Professional Learning Community work during site administration/District Common Planning days rather than during the instructional day.

~~7.10.7 At Golden West, two (2) Common Planning days shall be reserved per semester for site administration. All other Common Planning days shall be released to the teachers for planning and preparation purposes. If either party finds a need to modify this schedule, both parties shall meet together to determine whether or not changes will be made to the existing schedule for the year. Mutual agreement between Department Chairs and site Administration must be reached to institute any proposed changes.~~

7.10.78 At the secondary level, ~~Vanden High School~~, there shall be up to four (4) staff meetings and eight (8) administration-directed Common Planning days, ~~may be reserved for staff collaboration~~, which shall not exceed one (1) hour in duration (except in cases of emergency). There shall be ~~eleven (11)~~ twelve (12) teacher-directed Common Planning days for planning and preparation. Administration and site Department Chairs will work together to determine the specific rotation (i.e., administration-directed, staff collaboration) for Common Planning days. Scheduling will be done at the first Department Chair meeting of each school year. If either party finds a need to modify this schedule, both parties shall meet together to determine whether or not changes will be made to the existing schedule for the year. Mutual agreement between Department Chairs and site Administration must be reached to institute any proposed changes.

ARTICLE 9 CLASS SIZE

Withdrawn by TUTA

Article 18 Salary and Fringe Benefits

18.1 Salary

- 86.15% of 2023-2024 COLA (to be determined), effective July 1, 2023, ongoing salary schedule increase
- True Up

True up negotiations (timing to be determined) to address resulting (if any) ongoing unrestricted general fund surplus and possible increase to ongoing salary schedule increase (see conditions below).

If the District at the end of the 2023-24 fiscal year has a surplus in the Unrestricted General Fund TUTA members will receive an ongoing compensation increase equivalent to the percentage that the surplus (as calculated below) represents of total district salary and statutory benefits.

For these purposes the Unrestricted General Fund surplus or deficit will be calculated as follows:

Unrestricted General Fund Net Increase (Decrease) in Fund Balance (SACS UA Form 01 Line E Column A)

Add: Any one-time off-schedule salary payments resulting from the collective bargaining process.

Any non-required contributions to restricted programs or other funds. Required contributions include:

- Required RRMA contribution
- Contributions to special education programs
- Contributions to federal programs
- Contributions to the Child Nutrition Fund

Less: One-time unrestricted revenue*
Supplemental Grant carryover

*Any one-time revenue in the Unrestricted General Fund that is received by the District without a stated purpose will be given to unit members as one-time compensation increase equivalent to the percentage that the surplus (as calculated above) represents of total district salary and statutory benefits.

- 3% one-time off schedule payment (eligibility limited to unit members employed by the District by October 2023)

18.1.1 Eliminate longevity as of July 1, 2022 except as follows:

Any unit member not currently paid on column VI will continue to receive longevity in the amount received in the 2021-2022 fiscal year. This amount will not increase in subsequent years and those unit members will no longer receive longevity if they move to column VI.

Any unit member who is at column V, step 12 in the 2021-2022 fiscal year and any unit member who submits units to be at column V, step 12 by November 11, 2022, and subsequently submits units to move to column VI in the 2022-2023 fiscal year (by June 30, 2023) shall be placed according to the 22-23 placement above. Unit members who submit units to move to column VI after June 30, 2023 will be placed on the next higher step on column VI that is no less than their total salary with longevity plus the difference between column V, step 12 and column VI, step 12.

Effective July 1, 2023, any unit member in column V, step 12 during the 2022-2023 fiscal year shall have an extension until the first day after the 2023-2024 Winter Break January 1, 2024, to submit units to move onto the column VI schedule and be placed according to the 2022-2023 step placement.

18.2 Fringe Benefits ~~[SUBJECT TO AGREEMENT ON SALARY ABOVE]~~

For one year only (July 1, 2023 through June 30, 2024) increase the District's annual contribution from \$7,500 to \$8,400. During this same year, the District and Association shall explore other plan and provider options to continue to provide high quality benefits at a more reasonable price for both the District and employees. Subject to 2024-2025 negotiations the District's annual contribution shall revert to \$7,500, effective July 1, 2024.


Calendar

2024-2025 Calendar (attached)

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

Date: May 5, 2023

For the District:



Vincent Ruiz
Asst. Supt. of HR

For the Association:



Aron Hale
TUTA Negotiations Chair

TRAVIS UNIFIED SCHOOL DISTRICT

2024 - 2025 School Calendar

August '24						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
			13			

September '24						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
			20	33		

October '24						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
			18	51		

November '24						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
			15	66		

December '24						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
			15	81		

January '25						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
			19	100		

February '25						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	
			18	118		

March '25						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31		21	139		

April '25						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
			16	155		

May '25						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
			21	176		

June '25						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
10	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
			4	180		

July '25						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



School Closed/ Holidays



Teacher in-Service Day (no school for students)



Half Day



First and Last Day of School



Offices Closed



Institute Day