March 18, 2026

PROPOSAL FROM TWIN RIVERS UNIFIED SCHOOL DISTRICT TO TWIN RIVERS UNITED EDUCATORS

The Twin Rivers Unified School District (District) proposes the following:

Article 13, Salaries and Article 14, Benefits

For the 2025-2026 and 2026-2027 school years the District will pay a contribution based on the cost of the Kaiser HMO plans for the 2025-2026 and 2026-2027 to cover all tiers (employee only, employee plus one, family) without contribution by employees. This District contribution rate will sunset on June 30, 2027 unless the District and TRUE negotiate to continue the District's full contribution of the value of the Kaiser HMO to cover all tiers.

When this provision sunsets on June 30, 2027, the District's contribution will remain at the amount contributed during the 2026-2027 school year and on July 1, 2027 the bargaining unit members will pay the difference between the District's health benefits contribution and the then-current rate of their selected benefits plan. The 2026-2027 District contribution rate will establish the new minimum dollar amount of the District's health benefits contribution unless the District and TRUE negotiate a new health benefits contribution.

This amount excludes dental and vision coverage which shall continue to be paid by the employee. Any contribution remaining after waiving benefits or selecting a lower cost plan can be applied to dental and vision coverage.

No change to retiree benefits.

A 2.5% ongoing salary schedule increase effective July 1, 2025.

A 2.21% ongoing salary schedule increase effective July 1. 2026.

Tentative Agreements Already Reached:

- Article 2: Completion of Meet and Negotiate
- Article 3: Teacher Induction and Intern Support
- Article 5: Layoffs
- Article 6: Leaves
- Article 8: Assignments, Reassignments, and Transfers
- Article 11: Discipline
- Article 15: Grievances
- Article 16: District Rights
- Article 17: Catastrophic Leave
- Article 21: Adult Education
- Article 22: Professional Dues & Deductions

Status Quo except for language sections already conceptually agreed to in the following articles and as stated in proposals below:

- Article 9: Extra Duty Assignments
- Article 10: Evaluation
- Article 11: Discipline

- Article 18: TRUE/TRUSD Joint Leadership Meeting
- Article 19: Summer School
- Article 20: ECE/Child Development
- Article 23: Independent Study

Article 1, subsection 1.3

Duration of Agreement (Term): This Agreement will be effective upon ratification, and will expire on June 30, **2027**.

1.3 The District will pay for **100 days of release time** per school year **for the purpose of negotiations**, **including prep time**. For the purpose of the **100** day limitation, a half-day will be counted as a .5 of the **100** day limit. The Parties agree that either party may utilize the services of consultants and negotiators to assist in negotiations. **The Parties will conduct negotiations in person except as otherwise mutually agreed.**

Article 4 Work Day/Work Year

4.6 Sixth (6th) Period Assignment (Effective July 1, 2026)

District proposes moving to Article 13 Salaries as 13.8:

> Members with teaching assignments in Secondary Schools may be offered employment to teach during the preparation/conference period. Said employment shall be on a voluntary basis. Sixth period assignments must be approved by the Board of Trustees. ~~When such employment is accepted, it shall be compensated at the rate of seventy dollars ($70) per period.~~ **When such employment is accepted, it shall be compensated at the rate of 20% of the member's base salary rate. Sixth period assignments are made at the discretion of the District and do not create any entitlement or right to continued assignment.** The District shall forward to the Association in November and March a report on the number of teachers on sixth (6th) period assignments by department and school.
>
> 4.6.1 ~~All sixth period teaching assignments shall be paid monthly.~~

Article 7 Class Size (Effective July 1, 2026)

Overage payment amounts will be increased from $80 per student to $240 per student beginning in 2026-2027.

Article 12, subsection 12.3

12.1.3 The District shall strive towards every classroom having properly conditioned and **filtered air**, working telephone, internet access, occupant load sign, **and access to functioning bathroom facilities**. Members working extra duty assignments where extra communication devices are needed to ensure student and Member safety will be provided such devices.

12.1.3.1 If the water and/or electricity is out at a school site or work location for more than two (2) hours, the District will make reasonable efforts to release or relocate staff if doing so will not jeopardize student safety.