

March 22, 2026

Tentative Agreement

TWIN RIVERS UNIFIED SCHOOL DISTRICT TO TWIN RIVERS UNITED EDUCATORS

Any salary compensation and retroactive health benefit contribution increases will be effective the first variable payroll after board approval date and apply to those actively employed on board approval date.

The following Tentative Agreement has been reached:

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.

Beginning with the 2027-2028 year and thereafter, if the LCFF net increase in revenue is less than 1.5% from the prior Fiscal Year, then the parties will negotiate the cost share of any health benefits contribution level increase.

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 **4%** ongoing salary schedule increase effective July 1, 2025.

A **3%** ongoing salary schedule increase effective July 1, 2026.

A \$4,000 one-time bonus prorated based on FTE

Hourly rate will increase as follows throughout CBA:

- **\$40 and \$60 will be \$60/per hour**
- **Except for ECE which will increase from \$30 to \$40/per hour**

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

For 2026-2027, a total of 3,000 hours will be paid out at the rate of \$60/hr. : "Time spent participating in IEP, SST or 504 meetings beyond the student instructional day."

4.2.4 The work day for a member on salary schedule two (2) shall be seven and one half (7 ½) hours, plus a thirty (30) minute duty free lunch, for a total work day of eight (8) hours.

4.7.5 If a student minimum day or shortened day falls on an Early Release Day, the schedule implemented shall be whichever is shorter.

4.4 Every case manager will be allowed one full-day substitute for IEP preparation, if needed as determined by the case manager.

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)

Overages will be assessed and payments made based on the amount of students appearing on a Member's roll-sheet, verified by the District's attendance data-base, on each of the following dates: September 15,

October 15, November 15, December 15, January 15, February 15, March 15, April 15, and May 15.

Overage payment amounts will be paid \$300 per overage student on the specified dates above.

In preparation for the 2027-28 successor contract negotiations, the parties will create a pre-negotiations advisory committee to engage in preliminary discussion related to class size, special education case loads, and other services to students.

Each party will choose its representatives.

It's the goal of the committee to be able to make recommendations to the TRUE and TRUSD bargaining prior to the commencement of bargaining.

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.

12.2.2 Members shall not be required to physically intercede in altercations which occur on school campus or at school related public events under circumstances that would be likely to cause serious risk of bodily harm. However, Members are required to seek immediate assistance in such circumstances and notify administration or designee as soon as possible.

13.1.2 Effective July 1, 2025, to promote recruitment and retention of Augmentative Alternative Communication Specialists and Language Speech Hearing Specialists, all TRUE-represented positions assigned to salary Schedule 5 will be moved to Salary

Schedule 2: including the increase in days and hours aligned to Salary Schedule 5.

13.3.2 Additional Salary Schedule: A member shall have a right to exchange year-for-year service when moving between the additional salary schedules. The following will be stricken and applied to all current TRUSD Members who moved between salary schedules.

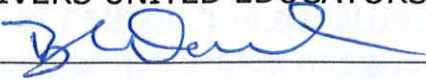
13.5 (Add Nurses to National Board Certification)

Article 20.4.7: and new Section in Article 4, Language as proposed in settlement proposal dated March 20, 2026.

The District shall make every reasonable effort to avoid having certificated staff providing toileting assistance to students, including but not limited to, changing pull-ups, wiping, or supporting students to change their clothes if they have an accident. Staff will provide toileting services in the case of accident. For this section, an "emergency" is defined as "a serious and unexpected situation requiring immediate action." The District will work with school site administrators to create a written plan for how to support students who have an accident at school or who may not toilet as part of their regular work duties. The plan shall include who is legally able to support students who are not able to change their own clothes or use the toilet independently, and cleaning protocols for surfaces, including carpets, that may come into contact with bodily fluids. The plan shall be provided to educators prior to the first day of each school year.

The Twin Rivers United Educators and Twin Rivers Unified School District have reached a Tentative Agreement on March 22, 2026.


TWIN RIVERS UNITED EDUCATORS

By: 

DATE: 3/22/26

Brittoni Ward, President

TWIN RIVERS UNIFIED SCHOOL DISTRICT

By: 

DATE: 3/22/26

Ryan DiGiulio, Chief Business Official