

TENTATIVE AGREEMENT
between
TRACY EDUCATORS ASSOCIATION
And
Tracy Unified School District

The Tracy Educators Association (“TEA”) and Tracy Unified School District (“District”) have negotiated and agreed to the following changes to contract language:

ARTICLE XIII - SALARIES (COMPENSATION)
AND ARTICLE XIV FRINGE BENEFITS

ARTICLE XIII
SALARIES

A. DURATION

1. There will be a percentage increase to the 2024-2025 salary schedules of **4.0% retroactive to July 1, 2024, and a 0% increase to the 2025-2026 salary schedules:**
 - Appendix A Certificated Salary Schedule A
 - Appendix B Certificated Salary Schedule B
 - Appendix C Tracy Adult School Salary Schedule Part-Time Unit Members
 - Appendix D Hourly Salary Schedule
 - Appendix E Supplemental Instruction

B. HOURLY SALARY SCHEDULE
Refer to Appendix D

C. PART-TIME ADULT SCHOOL SALARY SCHEDULE
Refer to Appendix C

D. SUPPLEMENTAL INSTRUCTION-HOURLY RATE
Refer to Appendix E.

E. COACHING AND SPECIAL ASSIGNMENTS PAY
Refer to Appendix F.

F. COMPENSATION FOR ADDITIONAL TEACHING PERIODS

Unit members shall be compensated at the rate of one fifth (1/5) of the full time equivalent salary schedule placement for each additional period of instruction for which they are assigned. Additional periods of instruction shall be determined on an annual basis and shall not be permanent assignments unless so identified prior to the commencement of the additional period of instruction.

G. IN-SERVICE TRAINING/STAFF DEVELOPMENT RATE

1. Teachers in the new teacher induction program (TTIP) will be compensated in accordance with Article VI A. 2.
2. If unit members provide a district approved in-service or staff development outside the regular contractual day, they will receive the hourly rate on Appendix D.
3. If a unit member is required to attend a district in-service staff development or committee meeting, they will receive the hourly rate of Appendix D. This does not preclude a unit member from also receiving site adjunct duty credit for attending such meetings.

H. STIPENDS

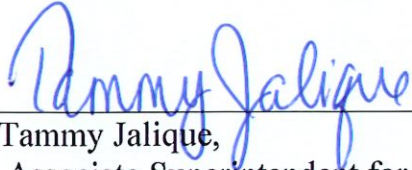
1. A 3.69% stipend of Class III, Step 1 of the non-adjusted salary schedule B shall be awarded for each of the following:
 - a. Doctorate Degree
 - b. Masters Degree
 - ~~e. Special Education unit members~~
 - d. Alternative Education Unit members
 - e. ESL Unit members
 - f. Designated ELD classroom unit members
 - g. Resource unit members
 - h. Reading Specialists
 - i. Unit members possessing a bilingual competency certificate or the equivalent and teaching in a District identified Bilingual classroom
 - j. Technology Support Advisors
 - k. Support Room teachers (shall teach at least 60% in that assignment to receive a prorated share of the stipend)
 - l. Please see Appendix F for additional stipends
2. *A 5.0% stipend of Class III, Step 1, of the non-adjusted salary schedule B shall be awarded for Special Education Unit members. (NOTE: This language was TA'd on 9/2/2022, but modified on Appendix A & B only)*
- ~~2.3.~~ Coaches of District-sponsored Elementary and Middle School teams shall receive a 1.85% stipend of Class III, Step 1 of the non-adjusted salary schedule B for each team coached.

I. The District reserves the right to offer referral bonuses to existing unit members or signing bonuses to newly hired unit members based on District financial resources and the need for identified areas of assignment. (NOTE: This language was also TA'd on 9/2/2022)

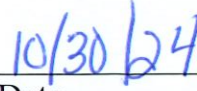
ARTICLE XIV FRINGE BENEFITS

The maximum health benefit CAP shall be ~~\$10,007~~ \$11,007. *(This increase goes into effect upon ratification by both parties and is not retroactive)*

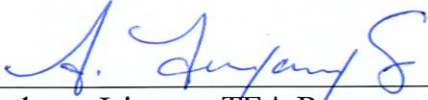
Both parties acknowledge this agreement must be ratified by TEA.
Agreed to this 30th day of October, 2024.



Tammy Jalique,
Associate Superintendent for Human Resources



Date



Anthony Irizarry, TEA Representative
& Negotiations Chair



Date