

TENTATIVE AGREEMENT

Between

Tracy Educators Association

And

Tracy Unified School District

The Tracy Educators Association (“TEA”) and Tracy Unified School District (“District”) do hereby agree to the following:

Article VI, Hours
Section A

1. The number of working days for the term of this Agreement shall be one hundred eighty- ~~three~~ **four (183 184)**, of which one hundred eighty (180) will be instructional and ~~three (3)~~ **four (4)** will be mandatory staff development days. One of the two non-instructional days prior to the beginning of the new school year will be reserved for site-based planning and preparation as directed by the principal. At least 3 ½ continuous hours, which does not include lunch time, of that workday will be reserved for unencumbered teacher classroom preparation.

With respect to the two non-instructional days prior to the beginning of the school year, the first non-instructional day will be a District day, and the second day will be for site-based planning and preparation.

2. The contract year for first year unit members will include an additional two (2) days of district staff development during the school year for a total of one hundred eighty-~~five~~ **six (185 186)** days. In addition, first year unit members shall be required to attend an additional four (4) days of district staff development paid at their per diem rate.

First Year Teachers

	<u>Days</u>	<u>Mandatory</u>	<u>Pay</u>
Instructional Days	180	yes	contract year
Staff Development	3 4	yes	contract year
TTIP* Staff Devel	2	yes	contract year
TTIP* Staff Devel	4	yes	per diem with attendance
	<u>189-190</u>		

*TTIP – Tracy Teacher Induction Program

3. Contingent upon receiving funding from the state, an additional ~~three~~ **two** days will be designated as voluntary staff development buy-back days for all unit members. Contingent upon receiving funding from the state, unit members will be paid \$249 for each voluntary staff development day at which they are present. If the amount of the state funding changes, the ~~negotiation~~ teams for TEA and the district will meet to determine the daily rate. Unit members

who choose not to attend the voluntary staff development days shall not be held accountable for specific content presented on those days. However, unit members are responsible for maintaining and improving their professional skills and implementing district and site goals and objectives and state mandates.

The second voluntary day will be designated as an unencumbered Classroom Work Day. The intent of this Classroom Work Day is to provide teachers with one-half day room prep on a designated date at the beginning of the year and one-half day room closure on a designated date after the end of the contract year. Alternately, a unit member may use the full day on the designated date prior to contract year or the full day on the designated date after the contract year. These seven-and-a-half hours (7.5) will be paid at the Buy Back rate (timesheet) of \$124.50 (half day) or \$249 (full day).

Beginning the 2025-2026 school year, the previously offered third day of voluntary staff development shall be converted into a mandatory day of attendance for all unit members, compensated at the unit member's per diem rate. A portion of this day, but not less than 3.5 continuous hours, shall be allocated for the purpose of mandated compliance training. Should the hours of mandated training increase, the District acknowledges TEA's right to request to meet and confer regarding the change. Unit members signed to contract beginning the 2025-2026 school year shall have their contract reflect 184 days of service as noted in section A. 1. Unit members under contract prior to the 2025-2026 school year shall have their annual salary adjusted to reflect the additional day of service (184 days as noted in A.1). In addition, the salary schedules contained in Appendix A and Appendix B shall be adjusted to reflect 184 days of service as "base compensation".

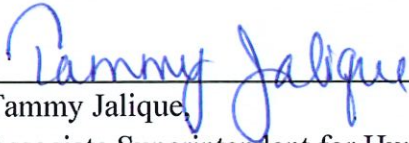
A staff development advisory committee will be formed annually and begin to meet no later than the end of March to evaluate the current year's staff development activities and develop recommendations to the District for staff development activities for the following school year. The committee will be comprised of Association unit member representatives appointed by TEA from the following areas: K-5, K-8, 6-8, 9-12, YRE, and Special Education (e.g., RSP, SDC, APE and/or SLP unit members), as well as District and site administrators.

4. TEA/TUSD will jointly develop and submit one or more years of recommended calendars to the Board on or before ~~February 1~~ **November 1** in the year prior to the expiration of the last board approved calendar. If TEA/TUSD cannot reach an agreement by the due date (~~Feb 1~~ **Nov. 1**), then the parties will recommend to the Board the adoption of the last board approved calendar for the following school year, with minor adjustments. Adjustments shall be limited to ensure contract days occur on weekdays and that holidays are taken on generally accepted days

Regarding contract negotiations for sections B-E, the parties agree to status quo.

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to this 13th day of December, 2024.



Tammy Jalique,
Associate Superintendent for Human Resources



Anthony Irizarry,
TEA President & Negotiations Chair