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*To inspire each student to
extraordinary achievement
every day*

Nov. 2, 2022

To Our Twin Rivers Families,

I'm reaching out to share an update on our bargaining sessions with the district's labor associations. We are excited that we have reached tentative agreements for three year contracts with the union representing our classified employees (CSEA) and our school police employees (TRSPA). Negotiations continue with Twin Rivers United Educators (TRUE), the association representing teachers and other certificated staff.

We value and appreciate the work of all Twin Rivers Unified employees, reflected in our good faith commitment to bargaining and the district's generous proposals to our labor associations.

Here's a summary of where we stand today:

Unit	Salary - 3 years	Benefits	Status
CSEA	18% (10%, 5%, 3%)	Cover increases in the cost of health benefits for this year and next while we negotiate better options for employees	Tentative Agreement reached; Board approval on Nov. 15 with payment on Dec 31
TRSPA	18% (10%, 5%, 3%)	Cover increases in the cost of health benefits for this year and next while we negotiate better options for employees	Tentative Agreement reached; Board approval on Nov. 15, with payment on Dec. 31
TRUE Option 1	18% (10%, 5%, 3%)	Cover increases in the cost of health benefits for this year and next while we negotiate better options for employees	Agreement has not been reached. District gave TRUE two options to choose from for the distribution of 10%; both options equal 18% over 3 years
TRUE Option 2	14% (6%, 5%, 3%)	4% distributed to benefit caps	

In addition, the district's proposal to TRUE also includes a revised salary schedule for Early Childhood Education teachers, which could total up to 20% this year, depending on how funds are distributed; a total of \$3,000 in salary increases for Special Education teachers who have their own salary schedule; and \$2,000 added to the salary schedule for Speech Language Pathologists.

With approximately three weeks before Thanksgiving break, it is our hope to get this settled. We opened negotiations with TRUE in April 2022 to discuss a wide range of contract items. Our next session is scheduled for Nov. 14.

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It's important for our families to know that the district—through its words and actions in securing a tentative agreement with CSEA and TRSPA—remains committed to reaching a fair and equitable agreement with TRUE, keeping in mind the overall impact to the academic and social-emotional needs of our students, retention of current employees and recruitment of new employees.

We will keep you updated on any new developments.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steve Martinez".

Steve Martinez, Ed.D.,
Superintendent, Twin Rivers Unified