

Update from TTUSD

Today the District and the Tahoe Truckee Education Association met for a seventh time for 2020-2021 salary negotiations. During today's negotiations, each party reiterated their proposals from March 25, 2021. Furthermore, TTEA unilaterally declared impasse. ("Impasse" is a legal term found in the Educational Employment Act and is defined as the point in bargaining where future negotiations are futile.) The District disagreed with TTEA's assertion of impasse. The District and TTEA have a pre-scheduled negotiation session for April 23, 2021, and the District welcomes the opportunity to try again to reach consensus.

As a reminder, for the 2020-2021 school year, the District proposed a 2% ongoing salary increase retroactive to July 1, 2020 and a 1% one-time payment for a total of 3% for this school year. For the 2021-2022 school year, the District offered additional, ongoing increases tied to the receipt of property taxes as follows:

Ongoing Salary Increase	2021-2022 Estimated Property Tax Increase Required	Additional Property tax% Over Current Projections (3.25%)
1%	4.25%	1%
2%	5.25%	2%
3%	6.25%	3%

The District's proposal would close salary negotiations for this year and next with teachers receiving up to a 5% ongoing increase over the two years.

There is one key unacceptable difference between the District's offer and TTEA's current proposal. TTEA proposes that the property taxes received in 2021-2022 pay for raises for 2020-2021 while still requiring the parties to return to the table next fiscal year to bargain salaries for 2021-2022 after already encumbering the 2021-2022 additional property taxes over projections. The District cannot in good faith agree to this proposal.

The District's proposal of 2% ongoing and 1% off schedule for a total of 3% for this school year, and a salary increase for next school year based on the then-known revenue can be responsibly provided while maintaining a solvent District budget moving forward. This allows the District to continue to provide an excellent education to our students now and into the future.

The District remains committed to resolving these negotiations and moving forward successfully with all of TTUSD into next school year.

Thank you for taking a minute to review this bargaining update. The Tahoe Truckee Unified School District has a free speech right and ethical obligation to communicate directly with the community regarding the status of negotiations. (See *Rio Hondo Community College District* (1980) PERB Decision No. 128). The District takes its responsibility to accurately inform employees and the community of what happens during negotiations very seriously.