

## TTUSD/TTEA Negotiations Update 10.25.22

On Tuesday, October 25, the Tahoe Truckee Unified School District and the Tahoe Truckee Education Association participated in a fourth day of negotiations in alignment with our adopted norms for the 2022-2023 school year.

While the parties are making progress on some language for the collective bargaining agreement, we remain far apart regarding salary compensation. The District increased its wage proposal to a 7% salary increase retroactive to July 1, 2022. This proposal allows the District to provide a fair increase to TTEA and others in the District while maintaining its fiduciary responsibilities. A 7% salary increase for the TTEA bargaining unit is approximately \$2,156,000. (For ease of comparison attached here is a copy of the current TTEA salary schedule and a draft of the schedule with the 7% increase applied [here](#).) In addition, the cost of a 7% salary increase for all employees is \$3,927,000.

In response to the District's proposal, TTEA proposed an 11.5% increase with 8% across the schedule for all unit members and 3.5% towards compressing the salary schedule. The cost of an 11.5% salary increase for TTEA is approximately \$3,542,000 and the cost of an 11.5% salary increase for all employees is \$6,451,500. This amount far exceeds the additional property tax revenue received for this year.

The District must review all proposals in light of its current budget. The 2022 - 2023 Proposed Budget included a projected increase in property tax revenues of 5.66% or \$3.2 Million. On the expenditure side, the Proposed Budget also included cost increases of over \$993,000 in salaries for new certificated and classified support positions, approximately \$745,000 in salary increases associated with employee movement on the salary schedules, and over \$1 Million in rate increases for the employer contributions to CalSTRS and CalPERS retirement programs. Fortunately, the Assessors' Tax Rolls came in much higher at 9.51%, which equates to approximately \$2.3 Million in additional property tax revenue. This, combined with new ongoing State revenues of \$1.2 Million and over \$1.47 Million in new staffing and support costs added after the initial budget adoption leaves a positive Unrestricted General Fund Balance of \$3.08 Million. Based on projections, the District believes that this positive unrestricted General Fund Balance of \$3.08 Million will be available on an ongoing basis for additional staffing, new programs, and salary increases for employees.

The parties are scheduled to meet again on November 8 to continue negotiations.