**Negotiations Public Update:** District and Teacher Representatives Reach Tentative Agreement

February 1, 2019

To the Twin Rivers Unified School District Community:

Following months of productive and purposeful negotiations, the District and the Twin Rivers United Educators have reached a two-year tentative agreement on contract items, including salary and benefits achieving an increased, ongoing contribution of $6.5 million. The Association negotiates on behalf of the district’s teachers, counselors, school nurses, psychologists, speech and language specialists, librarians, program specialists and learning coaches, which includes 1566 employees in total.

**2018-19 School Year** – The parties agreed to a two percent ongoing increase to salaries and a one percent off-schedule (one-time) salary payment. Additionally, doctoral stipends will increase to $2,000.

**2019-2020 School Year** – An additional two percent salary increase and an increase of the District’s annual contribution to employee benefits of $1,020 per person, which equates to a one percent salary increase. Additionally, there is an agreement to provide overage payment(s) for transitional kindergarten through third grade classes that exceed 26 students based on contractual timelines for payment beginning with Board of Trustee ratification through June 2020.

**Special Education** – The negotiation teams agreed to reorganize our existing special education committee to better support our teachers, students and classroom needs. Additionally, special education teachers who provide instruction and have case management responsibilities will receive a yearly stipend.

Special Thanks to the Negotiating Teams:

**Teacher Representatives:** Valerie Hanson, Rebecca LeDoux, Paul LeFrancois and Margaret Phillips  
**District:** Gina Carreón, Kristen Coates, Lori Grace, Bill McGuire and David Robertson  
**Board of Trustees:** Linda Fowler, observer

We will return to negotiations in February 2020 with the intention to address salaries, benefits, class size and three additional items to be selected by both teams.

Respectfully,

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