

Regular Meeting February 12, 2026

Approval of the Tentative Agreement to the Collective Bargaining Agreement between the Two Rock Union School District and the Two Rock Educators Association (TREA) and Certificated Salary Schedules for the 2025-26 and 2026-27 Fiscal Years

SITUATION:

Over the past several months, staff has been in the process of negotiating with representatives of the Two Rock Educators Association, on the terms included in the Collective Bargaining agreement. The two parties were able to reach a Tentative Agreement on December 17, 2025, for a two-year compensation package for the 2025-26 and 2026-27 Fiscal Years.

A summary of the Articles impacted and details of the Tentative Agreement are as follows:

- Article 15. – Salaries
 - Increase Salary Schedule by 6% effective July 1, 2025; and 5% effective July 1, 2026.
 - 15.12 Increase the hourly teacher rate from \$42 to \$50 per Hour
 - 15.3 Effective July 1, 2026 modify language to provide for initial salary schedule placement for year-to-year experience credit and removing Step 6 max placement
 - Creation of a Stipend Committee and an automatic reopener for 2026-27.
 - Add section 15.15 regarding the need for emergency sub coverage
- Article 16. – Fringe Benefits
 - Increase the employer paid CAP for Medical from \$15,000 to \$15,500 per year effective July 1, 2025
 - No change to dental or vision.
- Article 12. - Class Size and Teacher Responsibilities
 - 12.1 Change maximum class size to 28 in accordance with the exemption for the CEA
 - 12.5 Clarifying language regarding teacher meetings on early release days
 - 12.6 Clarifying language on unit member attendance at District Sponsored Events
- Article 13. – Leaves
 - 13.3 Personal Necessity
 - 13.3.1 Eliminate existing language
 - 13.3.2 Eliminate existing language
 - 13.3.1 New language added for use of up to 10 days of PNL
 - 13.3.2 New language added regarding notification requirements regarding PNL
 - 13.3.3 New language added regarding what PNL cannot be used for
 - 13.3.4 New language added regarding when PNL cannot be used
 - 13.4 Bereavement Leave
 - 13.4.1 Clarifying language regarding Bereavement Leave
- Article 21 – Term/Completion of Agreement
 - Change term for new contract to ending June 30, 2028

The AB1200 Multi-year projections that disclose the fiscal impact of this TA, reflect a significant increase in deficit spending in Years 2 and 3 and therefore reductions will be necessary in order to ensure the long-term affordability of this multi-year tentative agreement and the fiscal health of the District.

It is important to note that over the past 3-4 years, the District has seen Federal funds from various grants be significantly reduced or eliminated. These funding sources include Title 1 (\$13K), Title IV (\$10K), and various Federal and State one-time funds (UPK Grant; and the Art, Music, Instructional Materials, Discretionary Block Grant to name two) that have supported para-professional in the classroom. The District has worked hard to continue to maintain these positions, however, given the loss of funding and the need to create more financial flexibility to prioritize compensation increases, reductions will need to be considered.

Plan:

The is for the Board of Trustees to approve the Tentative Agreement between the Two Rock Union School District and the Two Rock Educators Association (TREA) for Fiscal Years 2025-26 and 2026-27. In addition, the new certificated salary schedules for TREA that include the compensation increase of 6% and 5% respectively based on the Tentative Agreement (TA) are brought for approval as well.

The District was notified on January 8, 2026, that the Tentative Agreement was approved by the members of TREA.

Once it has been approved by the Board of Trustees, it will become effective on the February end-of-month payroll and a retroactive salary adjustment will be calculated and paid on the March Supplemental payroll.

Submitted/Recommended by:

Chris Thomas, Chief Business Official-Consultant

Recommendation:

It is respectfully recommended that the Board approve the Two-Year Tentative Agreement (TA) between Two Rock Union School District and the Two Rock Educators Association (TREA) and the certificated salary schedules for the 2025-26 and 2026-27 Fiscal Years.

Fiscal Impact:

The total estimated annual cost of the 2-Year Proposed Tentative Agreement (TA) between Two Rock Union School District and Two Rock Educators Association (TREA) is \$88,096; The cost for Year 1 (2025-26) is approximately \$49,509 and Year 2 (2026-27) is \$38,587. The details of the fiscal impacts and costs were disclosed in the AB 1200-Disclosure Documents.

These costs will be covered by the General Fund 01

TENTATIVE AGREEMENT BETWEEN
The TWO ROCK UNION SCHOOL DISTRICT
and
The TWO ROCK EDUCATORS' ASSOCIATION (TREA)

December 17, 2025

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1. ARTICLE 12 CLASS SIZE AND TEACHER RESPONSIBILITIES

12.1 The District will use its best efforts to structure class size so that it shall not exceed twenty-nine (29) ~~twenty-nine (29)~~ twenty-eight (28) students per classroom teacher. If the class size exceeds twenty-nine ~~twenty-nine (29)~~ twenty-eight (28) students a meeting will be held between the impacted teacher and Superintendent/Principal to discuss possible resolutions to reduce the class size. The resolution shall be mutually agreed upon by the parties.

2. 12.5 The District will direct meetings on early release days ~~3~~ 2 times per month. The first early release day of the month will be teacher directed prep time. The fourth early release day will be ~~prep~~ Professional Learning Community (PLC) in consultation with the Principal/Superintendent. PLC collaboration time will be used for curriculum development, academic performance of students, to improve teaching skills, and/or other student related activities. If there are 5 weeks in the month, the 5th meeting will be used at the site administrator's discretion. ~~collaboration time directed by the teacher. (The following is the same as currently listed in the contract.)~~ Additionally, when necessary, the Superintendent/Principal may call occasional short emergency meetings with unit members for communication purposes. The Superintendent/Principal shall provide unit members with an Agenda for faculty meetings at least one (1) day before such meeting is held and shall also permit unit members to place items on the agenda.

12.6 Unit members are also responsible for back-to-school night, and open house, Site Council meetings, and one (1) other duty (e.g. a District sponsored event) ~~duties.~~ All other duties outside of the teacher work day shall be paid at the supplemental hourly rate. ~~All other duties will be~~ mutually agreed upon in a fair and equitable manner.

3. ARTICLE 13 LEAVES

13.3 Personal Necessity Leave

13.3.1 A unit member may use, at their election, up to ten (10) unused sick leave days for the purpose of personal necessity leave.

13.3.2 Unit members shall submit notification for personal necessity leave to their immediate supervisor Superintendent/Principal at least three (3) working days prior to the beginning date of the leave, except where extenuating circumstances make this impossible.

13.3.3 Personal Necessity Leave cannot be used for engaging in concerted activity, to extend school break periods, three-day weekends, or for vacation purposes.

13.3.4 Personal Necessity Leave may not be used for consecutive days without advance approval by the Superintendent/Principal, which will require at least one week notice and a stated reason. The maximum number of consecutive days shall not exceed four (4) days.

~~13.3.1 Unit members may use up to seven (7) days of their accrued sick leave for personal necessity. Acceptable reasons for use of personal necessity include:~~

- ~~1. Death of a member of the immediate family when the number of days of absence exceeds the limits set by the bereavement leave provisions;~~
- ~~2. An accident involving the unit member's person or property or the person or property of a member of his or her immediate family;~~
- ~~3. A serious illness of a member of the unit member's immediate family;~~
- ~~4. Fire, flood, or other immediate danger to the home of the employee;~~
- ~~5. Matters of a legal or financial nature that can only be scheduled during regular school hours;~~
- ~~6. Participation in the employee's child's school or daycare activities;~~
- ~~7. Religious holidays — up to three days of leave per year provided that the leave is requested in advance and that it does not cause the neglect of assigned duties or any other unreasonable hardship on the district;~~
- ~~8. An employee can use up to two (2) days of personal leave for any undisclosed reason. Use of these personal "no-tell" days must be preapproved by the Superintendent/Principal at least two days before the leave. Employees will be eligible for paid and unpaid leaves as provided for in state and federal law.~~

~~13.3.2 Leave for personal necessity may be allowed for other reasons at the discretion of the Superintendent or designee. The Superintendent or designee shall have final discretion as to whether a particular request reflects true personal necessity;~~

Section 13.4 Bereavement Leave

13.4.1 A unit member shall be granted a leave of absence for the death of any member of the immediate family without loss of pay or deduction from other leave benefits found in this Article. This leave shall be for up to three (3) or five (5) days if out of state travel is required or the unit member is the executor of the estate and any such additional days as the Board may allow. The days do not have to be consecutive.

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13.4.2 Immediate family shall include: significant other, mother (stepmother), father (stepfather), son (stepson), daughter (stepdaughter), brother, sister, grandparent, legal guardian, foster children, grandchildren, aunt, uncle, and first cousins of the unit member or spouse, or any relative living in the immediate household of the unit member.

4. ARTICLE 15 – SALARIES

~~15.1 Adjust the 2022-23 salary schedule shall be adjusted to include a six (6%) increase. The salary schedule in 2023-2024 shall be increased to include a two and a half percent (2.5%) increase. For 2024-2025, the salary schedule shall be increased two and one half percent (2.5%).~~

Effective July 1, 2025, increase the current salary schedule by 6%. Est Cost \$43,980

Effective July 1, 2026, Increase the current salary schedule by 5% Est. Cost \$38,849

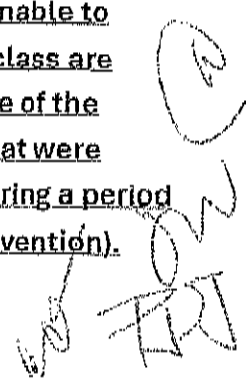
Total annual Estimated cost over 2 years: \$82,829

15.3 Effective July 1, 2026, ~~f~~For initial salary schedule placement the District shall grant up to a maximum of five (5) ~~ten (10)~~ years prior experience (to step 11.6), of year-for-year experience credit for K-12 public school service or K-12 private school experience while the teacher possesses a valid teaching credential.

15.11 Status Quo

The District proposes the formation of a “stipend” committee that would meet during the 2025-26 Fiscal Year in order to evaluate the needs and responsibilities as well as the level of compensation commensurate with the duties and responsibilities outlined. The functions of the Committee will include the creation of a clear outline of expectations (responsibilities) assigned for any of the serves being performed. The parties would agree to “open” this article as an automatic reopener for 2026-27.

15.12 Supplemental (hourly) Pay. The supplemental (hourly) pay rate shall be ~~\$42.00~~ \$50 per hour.

5. 15.15 When a teacher is absent due to illness or an emergency, the District shall make every effort to find a substitute teacher to teach the class. If the District is unable to secure a substitute teacher to cover the classroom and the students in the class are divided among one or more classrooms for more than an hour, then the value of the substitute teacher pay will be evenly distributed/prorated to the teachers that were impacted. This excludes teachers who may be asked to take on students during a period in which they do not have students assigned (e.g. afternoon or morning intervention).
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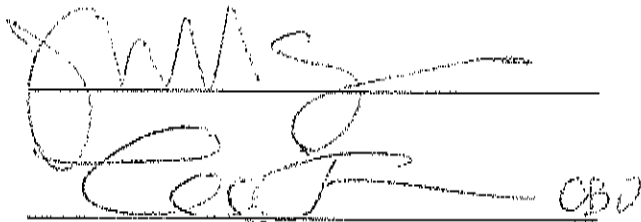
8 ARTICLE 16 - FRINGE BENEFITS

16.1 The District shall provide for all unit members and their dependents a medical plan – SISC/Blue Shield or Kaiser, a Delta Dental Plan and a Vision Service Plan. Such coverage will be prorated for less than full-time members. Effective July 1, 2022 ~~2025~~ the District's contribution towards the cost of each unit member's medical plan coverage shall have a cap of \$9,800 \$15,500. The District will cover all costs for Delta Dental and Vision Service plans.

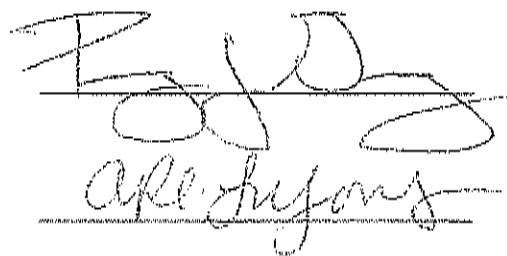
ARTICLE 21 - TERM/COMPLETION OF AGREEMENT

20.1 The term of this agreement shall be effective upon ratification and continue through June 30, ~~2025~~ 2028. The Agreement is closed through June 30, ~~2025-2027~~ except for Article 15.11 related to the work of the stipend Committee. In 2027-28 the parties agree to open Salary (Article 15) and Fringe Benefits (Article 16) plus two (2) additional articles each. ~~For 2023-2034 agreement may reopen for Article 16.1.~~

Two Rock Union School District



Two Rock Educators Association



Date 12/17/2025

Date: 12/17/2025

**Two Rock Union School District
Certificated Salary Schedule
2025-2026**

1.06

	CLASS I AB/AB+30	CLASS II AB + 45	CLASS III AB + 60	CLASS IV AB + 75
1	\$60,188	\$61,528	\$63,282	\$65,036
2	\$61,528	\$63,282	\$65,036	\$66,788
3	\$63,282	\$65,036	\$66,788	\$68,541
4	\$65,036	\$66,788	\$68,541	\$70,294
5	\$66,788	\$68,541	\$70,294	\$72,045
6	\$68,541	\$70,294	\$72,045	\$73,798
7	\$70,294	\$72,045	\$73,798	\$75,551
8	\$72,045	\$73,798	\$75,551	\$77,303
9		\$75,551	\$77,303	\$79,056
10		\$77,303	\$79,056	\$80,808
11		\$79,056	\$80,808	\$82,561
12		\$80,808	\$82,561	\$84,313
13		\$82,561	\$84,313	\$86,066
14		\$84,313	\$86,066	\$87,820
15		\$86,066	\$87,820	\$89,573
16			\$89,573	\$91,325
17			\$91,325	\$93,077
18			\$93,077	\$94,831
19			\$94,831	\$96,583
20			\$96,583	\$98,337
23			\$98,337	\$100,089
25			\$100,089	\$101,842

Changes Includes 6% increase for 2025-26
Effective Date 7/1/2025
Board Approved
Medical Insurance Premium CAP \$15,500/year; VSP & Delta Dental 100% covered by District beginning 07/01/2025
Masters Stipend \$1,400
Work Days-186, including 3 staff development days and 3 work days

**Two Rock Union School District
Certificated Salary Schedule
2026-2027**

1.05

	CLASS I AB/AB+30	CLASS II AB + 45	CLASS III AB + 60	CLASS IV AB + 75
1	\$63,197	\$64,605	\$66,446	\$68,288
2	\$64,605	\$66,446	\$68,288	\$70,128
3	\$66,446	\$68,288	\$70,128	\$71,968
4	\$68,288	\$70,128	\$71,968	\$73,809
5	\$70,128	\$71,968	\$73,809	\$75,647
6	\$71,968	\$73,809	\$75,647	\$77,488
7	\$73,809	\$75,647	\$77,488	\$79,328
8	\$75,647	\$77,488	\$79,328	\$81,169
9		\$79,328	\$81,169	\$83,009
10		\$81,169	\$83,009	\$84,849
11		\$83,009	\$84,849	\$86,689
12		\$84,849	\$86,689	\$88,529
13		\$86,689	\$88,529	\$90,369
14		\$88,529	\$90,369	\$92,211
15		\$90,369	\$92,211	\$94,052
16			\$94,052	\$95,891
17			\$95,891	\$97,731
18			\$97,731	\$99,572
19			\$99,572	\$101,412
20			\$101,412	\$103,254
23			\$103,254	\$105,094
25			\$105,094	\$106,934

Changes Includes 5% increase for 2026-27
Effective Date 7/1/2026
Board Approved
Medical Insurance Premium CAP \$15,500/year; VSP & Delta Dental 100% covered by District beginning 07/01/2025
Masters Stipend \$1,400
Work Days-186, including 3 staff development days and 3 work days