

DAVIS JOINT UNIFIED SCHOOL DISTRICT (DJUSD) AND DAVIS
TEACHERS' ASSOCIATION (DTA)

JOINT 2025-2026 COLLECTIVE BARGAINING PROPOSALS

Pursuant to Article 1.2 of the existing bargain agreement between the two parties, please consider this to be a formal opening of negotiations between the Davis Teachers Association and the Davis Joint Unified School District. The Davis Teachers Association believes Davis students deserve the best. They deserve quality educators, support and resources for their social-emotional/academic growth, and safe/stable school communities. In keeping with these principles, the Davis Teachers Association is opening the following articles of the collective bargaining agreement for negotiations

1. Article VI: Hours of Employment

1. In order to ensure quality instruction, we seek to increase and protect prep time available to elementary educators.
2. In order to provide quality instruction, we seek to clarify requirements and compensation surrounding Short Term Independent Study.

2. Article VII: Work Year

1. In order to ensure adequate time to prepare for student needs prior to the start of the school year and complete end-of-year case management duties, we seek to increase the number of contract days for Special Education teachers as recommended by the joint DTA-DJUSD Special Education Task Force.

3. Article XI: Class Size

1. In order to provide a safe learning environment and foster positive student contacts in physical education classrooms, lower class sizes and define ILS case loads.
2. In order to retain quality teachers and ensure sufficient time for case management, service provision, and appropriate attention to student needs, we seek to institute caseload caps for Special Education Inclusion Teachers as recommended by the joint DTA-DJUSD Special Education Task Force.
3. In order to retain quality service providers and ensure sufficient time for service provision and case management, institute caseload caps for Speech & Language Pathologists.

4. Article XIV: Salary and Benefits

1. In order to attract and retain quality educators, we seek to improve compensation and fringe benefits.

5. Article XXII: Association Rights

1. In order to assure accurate membership representation, we seek to add contract language ensuring that the Davis Teachers Association is provided up to date employee information via the AB119 report.

6. Article XXV: Development of Programs for Special Education Pupils

1. In order to provide quality learning environments for all students, we seek to evenly distribute students receiving special education services.

7. Article XXXIII: Davis School of Independent Study

1. In order to provide quality instruction and retain quality educators, we seek to decrease the DSIS caseload size.

8. Redesign and Update the Extended Time MOU

1. Extended time at the secondary level was implemented in accordance with an MOU, and the MOU requires post-implementation updates.

9. Create Appendix I: Discipline Short of Dismissal

1. In order to create consistency in how personnel issues are handled district wide.