

# TTA Negotiations Update

April 14, 2025

Negotiations Session #10

The TTA Negotiations Team met with TUSD on Monday, April 14, 2025, for the **tenth** bargaining session of this cycle.

TTA countered on the 2026/27 calendar with some minor tweaks, which **TUSD accepted**. TTA also proposed a memorandum of understanding (MOU) to establish and implement an Elementary Progress Report Committee for the 2025/2026 school year. The committee will consider changing the first progress report into a diagnostic report and discuss how to communicate these changes to parents. After some wordsmithing by TUSD, **TTA accepted**.

TTA proposed guardrail language on Dual Enrollment and Early College programs for unit members who will be subject to the workload and jurisdiction of two governing districts, and to prevent the supplantation of unit member jobs by other educators from the postsecondary institution. This is a particular area of concern because TUSD entered an extensive agreement with El Camino College to provide these programs, without consultation on the impact on our unit members.

TUSD responded to elementary prep and planning time by removing their proposed requirement of TK/K teachers providing coverage for teachers in grades 1-5 so those teachers have prep and planning time. TUSD proposed *up to* 30 concurrent minutes once weekly, for grades 1-3, and *up to* 40 concurrent minutes once weekly, of prep and planning time for grades 4-5. This is a drastic change from the past practice of 40 minutes for grades 4-5. TTA countered with 'no less than 25 concurrent minutes, language for grades 1-3 and a minimum of 40 minutes per week for grades 4-5 to codify current practice.

TUSD responded to TTA's TK class size language by rejecting our proposal to hire an additional FTE at the 21st student, citing the costs of hiring an additional teacher, over hiring an instructional assistant. TTA cautioned TUSD that this proposal would be 'dead on arrival' with TK teachers, as 24 students with 2 instructional aides does not benefit anyone; additionally, changing already agreed upon ratios is regressive bargaining and a bad faith bargaining violation that could cause TTA to possibly file charges with the Public Employee Relations Board (PERB). TTA responded with the original language that was proposed and agreed upon at our December 3, 2024, session.

The eleventh bargaining session of this cycle is Friday, April 25.

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*Salary Schedule Update:* Members of the negotiations team met with the District prior to Spring Break to discuss language for the MOU on expansion of salary schedule. TUSD and TTA agreed upon the language of the MOU, on the condition that TUSD provide the salary schedules for review before we officially sign off on the MOU.

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Today's earlier start, in anticipation of finishing in a timely manner, continues to be impeded by the District's unpreparedness and their continued attempts to bargain regressively.

Please join us at the next Board of Education meeting on Monday, April 21 at 7 p.m. We are asking members to come and speak to the 'five components of relational trust' in the workplace. The template for speaking that night is included below. Join us in a night of empowerment and solidarity! Make your voice heard! We hope that your spring break was enjoyable, and that you are suitably re-charged to tackle the fourth quarter. As we enter the home stretch, we thank you again for your patience in this bargain. Hang in there!!

# SHARE YOUR STORY



APRIL 21ST

TUSD SCHOOL BOARD MEETING

Shirt up & Show up!

Speaking Template:

Good evening, President Muhammed, members of the Board, Cabinet, and Colleagues. I am [your name] and I [state your position & site]. I come tonight to share how I exhibit the five components of relational trust on a daily basis in my work life. Tonight, I am highlighting [state component]. I demonstrate [state component] daily by ....

Thank you for your time.

NOTE: The five components of relational trust are benevolence, reliability, competence, honesty, and openness.