

TTA Negotiations Update

April 25, 2025

Negotiations Session #11

The TTA Negotiations Team met with TUSD on Friday, April 25, 2025, for the **eleventh and FINAL** (hopefully) bargaining session of this cycle.

After some wordsmithing, both teams **agreed** on elementary prep and planning time language which will provide *up to thirty (30) minutes weekly (or equivalent)*, for grades 1-3, with flexibility for site administrators and site leadership teams in building these schedules. Forty (40) concurrent minutes of prep and planning time shall continue to be provided once weekly for grades 4-5 (current practice). In addition, both teams shall convene a committee dedicated to developing a process and procedure by which elementary school teachers can receive equal planning and preparation time.

TUSD agreed to some of TTA's proposed language on Dual Enrollment and Early College Programs, including the creation of an advisory group, and clarifying terminology needed to implement these programs. TUSD rejected all language which they allege will cost the district money, such as hiring an additional counselor for campuses with Early College programs or providing stipends for unit members who have to answer to both TUSD and the partner community college. The Dual Enrollment article was an ambitious proposal and TTA believes this language is an important first step to set parameters around Dual Enrollment. Some wins are better than none; after some tweaks, TTA **accepted** TUSD's counter, with the understanding that this will be a continuing area of lobbying and negotiation. We will continue this fight in future bargaining cycles.

TUSD revisited TK/K class size language that was originally **accepted** in the December 3, 2024 session, thus removing any suggestion of regressive bargaining. This language includes levelling classes for the 21st student and providing an instructional assistant for the 11th student.

Salary Schedule & MOU Update: Both teams reviewed the salary schedules and rules and **accepted** the final draft of the Memorandum of Understanding (MOU) to expand the salary schedules for those excluded from the original equalization to 24 individual steps. Ratification of the MOU will be voted on at the same time as the rest of the Tentative Agreement. Other MOUs accepted in this cycle are already put in place and being used as contract language. Three of those MOUs (Association president's release time, elementary progress report committee, and heat mitigation make up minutes) are based on temporary situations, while two others (military partner LOA and supervision duty for itinerant teachers), along with the Equalization MOU should it be ratified, are set to be integrated into the contract.

Today's marathon session started briskly, and both teams came prepared to reach a Tentative Agreement (TA). The tone in the room was congenial. Did we get a win this time? Absolutely. We recognize that not everyone got everything they wanted, but getting contract language where language never existed is a start. We will continue to chip away at these issues in future bargains. Thank you again for your patience, your words of encouragement, and your attendance at school board meetings.

What's Next?

Copies of the TA & MOUs (heat mitigation, salary equalization, supervision duties for itinerant members, military partners, Association president's release time, and elementary progress reports) and their rationales, will arrive via e-blast the week of May 5th for your review. The Negotiations Team believes that this is a fair bargain and recommends a "YES" vote across the board.

Ballot boxes and election materials will be dropped off at your site on Monday, May 12. The voting window is May 13- May 16. **This is a member-only vote.** Site reps must return ballot boxes to the TTA office no later than Friday, May 16 at 5 p.m. Ballots will be counted that night! The Negotiations Team will present the ratification results at the May 19 school board meeting. The School Board is set to approve of the TA on that night as well. Along with other organizing issues, it is imperative that our members show support for TTA Leadership. Join us at the EMB at 7:00 PM (more information to come)!

Again, the TTA Negotiations team recommends supporting this bargain, and taking a well-earned rest and recharge over the summer months. 😊 Have a great summer!!