

TTA Negotiations Update

January 16, 2025

Negotiations Session #3

The TTA Negotiations Team met with TUSD on Thursday, January 16, 2025, for the third bargaining session of this cycle.

TTA responded to TUSD's counter proposals on adjunct duty & supervision for itinerant teachers, salary, Community Day and ½ assignments, service credit for hires outside of the District, and National Board Certification stipends, by formally re-proposing these items to include clear and purposeful rationales.

TTA proposed language on salary schedules for HS Athletic and Student Activities Directors, salary schedule expansions for members who did not receive longevity or steps in the Salary Equalization process, and Elementary prep and planning time.

TTA was concerned with the slow process of this bargaining cycle. Today there was some momentum as we moved forward with some positivity getting our job done. Both teams engaged in real-time dialogue. TUSD agreed to language on adjunct duty for itinerant teachers, and on the Community Day counselor schedule. TUSD is preparing a counter on language regarding 1/6th assignments.

TTA expressed frustration at the District's current unwillingness to access monies from the unrestricted general fund (currently at approximately \$71m) to address the inexpensive proposals brought forward by the Association. Most of the items TTA proposed in this session are 'easy fixes' with minimal fiscal impact. All of these items reflect the spirit of recruiting and retaining quality educators and maintaining the District's efforts towards salary equalization and staying competitive. The District was hesitant about some TTA proposals because our proposals will result in a change of culture and values in the District's allocation of resources. They expressed concerns over the amount of planning needed for implementation of some of the proposals. The tone in the room was congenial, but defensive.

The next bargaining session is Thursday, January 30, 2025. So, what can you do to assist the team? Wear blue on Thursdays, fill out the TTA commitment card, and join us at Board of Education meetings. The next School Board of Education is on Jan. 21st at 7 p.m.

The TTA Negotiations Team consists of Chair Amy Irwin (BLMS), Deb Tabush (Riviera), Cam-An Navarro (NHS), Lisa Hamilton (Lincoln), Carlos Anwandter (THS), and Julie Shankle (TTA Staff).

The TUSD Negotiations Team consists of Julio Hernandez (Chief Personnel Officer), Carrie Skoll (Director of Human Resources), Dr. Ben Egan (Senior Director Secondary), Kara Heinrich (Senior Director Elementary), Dr. Jenny Taylor (Special Education Coordinator), Jim Evans (SHS Principal), Dr. Keely Hardage (Magruder Principal), Dr. Nicole Jacobson (Torrance Elementary Principal).