

TTA Negotiations Update

January 30, 2025

Negotiations Session #4

The TTA Negotiations Team met with TUSD on Thursday, January 30, 2025, for the fourth bargaining session of this cycle.

TUSD rejected TTA's salary proposal citing that TUSD received no new money this year. TUSD is hesitant to use one-time funds (\$71m) for on-going costs, and they are using extreme caution due to the federal freeze on funds that could include some education programs. TUSD also rejected TTA's proposal to convert the current Gene Drevno Community Day School Teacher salary schedule to be multiplied by 1.1667, and creating a new Additional Period Assignment Salary Schedule—BUT they proposed moving the Drevno teachers to the 185-day schedule and using the 1.1667 multiplier. For clarification, TUSD did not want to create a new salary schedule but use the currently existing schedule with the multiplier. We feel this proposal meets our goal.

TUSD sought clarification on TTA's proposal of collapsing two 195-day schedules. It is the intent of TTA to move the Athletic and Activities Directors to the 195-day schedule with 24 steps. TTA presented a revised proposal for clarification.

TUSD **accepted** TTA's proposal on stipends for National Board certifications, and the temporary 1/6th assignment contract.

TTA proposed language regarding timely summer salary payments and individual class sizes and caseloads for Transitional Kindergarten (TK) teachers. TTA also **accepted** TUSD's language on TK class leveling.

TTA countered language on the initial placement on salary schedules for hires outside of the District.

TTA also responded to TUSD's counter proposal of language on teacher and workplace safety, and student discipline.

TUSD **rejected** TTAs proposal for 40 minutes of prep and planning time for elementary teachers, and **countered** with new language proposing that TK and K teachers cover other elementary teachers so that they may have a conference period. TTA considers this proposal unacceptable and will counter.

While the tone in the room was congenial, TTA is frustrated with the TUSD team's continued need for clarification on proposals that have been discussed over multiple sessions, the subtle attempts at regressive bargaining, and the delays in requests for information.

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).

The next bargaining session is Thursday, February 6, 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 Board of Education is on Tuesday, February 18 at 7 p.m.