

# TTA Negotiations Update

February 6, 2025

## Negotiations Session #5

The TTA Negotiations Team met with TUSD on Thursday, February 6, 2025 for the fifth bargaining session of this cycle.

TUSD countered TTA's proposal on language regarding teacher safety & student discipline. Both sides recognize that the new language proposed in this article is extensive, requires thorough vetting, and a shared understanding of the intent of the language being proposed.

TUSD rejected TTA's salary proposals but said they will revisit their counter proposal, citing uncertainty with the future availability of federal funds. These salary proposals include those for activities and athletics directors, K-8 counselors, high school counselors and deans, nurses, program specialists, psychologist/behavioral health, psychologist/social workers, speech & language pathologists, and school nurse specialists.

TUSD countered with language regarding class sizes and levelling in transitional kindergarten.

TUSD accepted language regarding the initial placement of outside hires into the District, crediting them with up to 15 years' service for unit members hired on or after July 1, 2024. The application of the service years will be applied to salaries beginning July 1, 2025.

TUSD countered with language regarding the timely payment of unit members who work over the summer.

TTA **proposed** a 'pay-to-play' model for the 2026/27 calendar, which would reduce the work year to 183 days, while maintaining the 185-day salary rate. Teachers would be paid their daily rate (yearly salary/183 days) if they opt to work the mid-year professional development days (2). Adjustments to the work year would be made to those unit members who are on a positive workday calendar by two less workdays. This proposal models the creative spirit utilized by TUSD to pay top officers, and addresses make-up days for heat mitigation, or other factors.

The calendar proposal also includes the reduction of progress reporting periods at all grade levels, in order to provide parents with effective and accurate assessments of their students' progress and provide work relief for teachers.

TTA sought clarification on and made changes to the District proposal regarding a temporary contract for permanent teachers on temporary assignments, such as a 1/2 assignment.

TTA **countered** with an elementary prep and planning proposal that equally provides no less than 30 concurrent minutes once weekly at grades TK-K through staffing patterns provided through the elementary arts program; and provides no less than 40 concurrent minutes twice weekly for teachers at grades 1-5.

TTA is frustrated with the glacial progress made after five sessions; the vague language proposed by the District, their inability to define expected outcomes through the use of particular language, and inability to differentiate current contract language from proposed language, is problematic. The uncertainty of federal funding and delay in county tax monies is nothing new, and the District must present a budget in the Spring regardless of potential budget cuts.

TTA recognizes that recent updates paint a grim picture of the negotiations process, but they are the reality and go beyond the negotiations table. The District's repeated unwillingness to do better than the law, to protect teachers and support them in the performance of their duties, betrays their teacher-friendly public persona.

The next bargaining session is Tuesday, February 25, 2025.

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).

So, what can you do to assist the team? Write to your school board members and share our message-- the good, the bad, and the ugly! 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 Tuesday, February 18th, at 7 p.m.