

TTA Negotiations Update

February 25, 2025

Negotiations Session #6

The TTA Negotiations Team met with TUSD on Tuesday, February 25, 2025, for the sixth bargaining session of this cycle.

Significant movement was made by both teams today.

TUSD **accepted** the proposed changes to the permanent employees on temporary assignment contract.

If you have been reading the Negotiations Update regularly, this should be no surprise to you: The District **rejected** TTA's proposed work year of 183 days w/ 2 pay-to-play professional development days, and a calendar with heat mitigation/contingency day considerations. The rejection of this calendar also included the rejection of the reduction of reporting periods. TTA has proposed a reduction in reporting periods in previous bargains in an effort to not only provide work relief for teachers, but to make reporting periods more accurate and authentic for families. The District verbally agreed to reconvene the calendar committee so that all locals may have input on the work year calendar. Then they proposed a 185-day 2026/27 calendar.

The District countered the pay-to-pay proposal by proposing TTA's original 1% salary proposal across all schedules. This on-schedule increase exceeds the amount of money that TUSD received from the state in COLA. TUSD did say that this increase did not reflect a change in their bargaining principles, but that they recognize that they can make a competitive step forward. This salary proposal is retroactive (excluding the contract hourly rate) to July 2024, and is made possible, in part, by an uptick in ADA funding due to improved student attendance. **TTA accepted.**

TUSD **delayed** proposing counter language to expand all salary schedules to 24 steps and **requested** to move this equity schedule proposal to the MOU process. They have not shut the door to looking at this expansion, but they want to keep equalization solutions to the MOU process since all equalization agreements in the past have been through the MOU process. TTA agreed to move this item to the MOU process with the request that the MOU is ratified concurrently with any tentative agreement.

TUSD **rejected** proposed language regarding prep and planning time for elementary, citing 'unsustainable funding for arts-based prep time,' and 'inequitable distribution of funds.' TTA will respond in the next session.

TTA **accepted** TUSD's original language on transitional kindergarten class sizes, and **proposed** language on: salary schedule rules for comparable service, rules for summer and extra-duty pay, and teacher safety & student discipline.

While today's session saw some high points, TTA's Negotiations Team is concerned about the minimal progress made after six sessions. Heat mitigation has been an on-going discussion for many years. In several past conversations, TUSD expressed the need to build days into the calendar for heat mitigation. When TTA proposed language to do exactly that, the District was quick to reject the proposal, now saying it is unnecessary. TTA demanded a heat mitigation plan be put on paper and enacted before the beginning of the next school year if the District insists on rejecting contingency days in the calendar. Providing relief for elementary teachers (who do not have conference periods), has also been an on-going issue for years, and remains unresolved. TTA and TUSD still have significant differences in approach to how to resolve this problem. The seventh bargaining session is slated for Friday, March 7.

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).

Thank you to everyone who has been attending school board meetings and doing your part to support our bargain, whether speaking at the dais or filling seats; publicly sharing our issues has assisted us at the table, but the battle continues. (Click to watch our labor coalition speak at the Board of Education's [February 18 meeting](#)). Please continue supporting the Negotiations Team! Join us and our labor partners at the next Board of Education meeting on Monday, March 3. Wear black and pack the room in a silent demonstration. We will begin gathering for the meeting in front of the EMB at 6:30 p.m.

You can also 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 for the remainder of the school year!!



BLACK OUT

Shirt up, Show up!

Wear BLACK!

March 3rd Board Meeting!

6:30 PM

Join us in a silent
demonstration!