

TTA Negotiations Update

March 7, 2025

Negotiations Session #7

The TTA Negotiations Team met with TUSD on Friday March 7, 2025, for the seventh bargaining session of this cycle.

TUSD and TTA **agreed** on some clean-up language for initial placement of new hires, broadening the definition of comparable service to allow credit for some verifiable work outside of education, work in accredited private schools, and work in non-public agencies.

TUSD further defined timetables regarding pay for additional work and summer work. **TTA accepted** the changes to the proposed payment schedule. The timetables provide clarity on when unit members will get paid for extra duties, summer professional development, and summer pay.

TUSD and TTA agreed on new language in Teacher Safety and Student Discipline. This includes significant changes, including additional workplace safety language for specialized health training such as CPR, toileting, equipment & supplies, as well as employee access rights to surveillance footage during an investigative interview.

TTA **countered** on the 2026/27 proposed 185-workday calendar by renaming the two non-instructional days as “contingency days,” to be proactive in implementing a make-up days plan, should the District close due to excessive heat, or other weather situations. If the District does not close due to weather, these “contingency days” will revert to non-instructional days. In addition, TTA countered with an alternative method to replace one of the fall progress reports at the elementary level. TTA **agreed** to maintain the status quo on middle and high school reporting periods for this cycle.

Salary Equalization Update: TUSD continues to hash-out some details on the Memorandum of Understanding (MOU). TTA agrees in concept that expanding salary schedules to 24 steps in each column shall be negotiated through an MOU process. TTA **proposed** that any MOU be completed and ratified alongside any tentative agreement of the 2024-2025 reopeners. TTA further proposes that these schedules, which were not included in the original Salary Equalization, due to lack of comparable districts having the same schedules, remain using our proposed formula for steps. TTA also agrees in concept to create a process and protocol for reviewing salary equalization, including frequency, and how to change comparable districts. TTA proposes that a future negotiations session includes dedicated time to working on this MOU.

Calendar Committee Update: This committee is scheduled to reconvene Monday, March 17.

As you can see, this was a productive session for both teams in anticipation of a Tentative Agreement by the end of the school year.

Sadly, TUSD opted to malign individual members of our team, accusing us of unprofessionalism. Our team made a formal statement addressing these accusations at the beginning of the session. We stressed that your negotiations team takes bargaining seriously and works many hours beyond the workday, meeting with members, vetting data, and developing solutions to present solid proposals that are in the best interest of our membership, in order to make our work environment and students’ learning environment a great place where employees and students thrive. Being passionate about what we are doing is not being unprofessional. We heartily embrace the character traits of communication & collaboration, leadership & character, and lifelong learning that TUSD actively promotes. It is unfortunate that our efforts have been misrepresented by management.

Thank you to everyone who has been attending school board meetings and doing your part to support our bargain and to make our work environment more hospitable. The last school board meeting saw many TTA members and members from CSEA 845, CSEA 19, and SEIU 99 in a sea of black. It was impressive and impactful. Every school board member wore black-- a clear sign of support for us. As the school board saw fit to cancel the March 17 meeting, please join us at the next Board of Education meeting Monday, April 21 at 7 p.m., or watch it on the TUSD YouTube channel at <https://www.youtube.com/@TUSDSTV>.

The eighth bargaining session is slated for Tuesday, March 18.

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).

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!!