

TTA Negotiations Update

March 18, 2025

Negotiations Session #8

Communication & Collaboration: The TTA Negotiations Team met with TUSD on Tuesday, March 18, 2025, for the eighth bargaining session of this cycle.

TUSD responded to TTA's language on the 2026/2027 proposed calendar without addressing the need for heat mitigation days. The District would like to explore the notion of 'banking' minutes prior to planning for these days. TUSD even floated the idea (not officially in writing, but in dialogue) of adding minutes to the teachers' instructional day for them to do so. TTA immediately squashed that idea. Their proposed calendar does not reduce the number of reporting periods for elementary teachers and calls for a mid-August report day for teachers.

TUSD responded to TTA's language on transitional kindergarten class size with a proposal that only reflects that which is required by law (a cap of 24 students) and provides little relief for teachers. The District could not define at which point a class would be leveled, or when an instructional assistant would be provided, or at what number an additional classroom with an FTE would be created. There is uncertainty of new allocation ratios based on pending changes to the current law, as well as limited facilities and funding. This counters their original proposal where we agreed on a 10:1 ratio and leveling with the 21st student. After much discussion, TTA demanded that if TUSD wanted to change their proposal, that they would have to rescind their current proposal in a regressive bargaining move—that TTA would not do it for them. **TUSD agreed to look at options and get back to TTA.**

TUSD countered with language on salary schedule rules clarifying how to list the stipends for teachers with National Board Certification in the schedule notes at the bottom of the page for the salary schedules.

TTA countered with language to use current elementary PE time for prep and planning time, instead of for additional PLC time. TTA argued that using all minutes and programs available would provide more consistent time for *all* classroom teachers in TK-5. TTA further argued against using TK/K teachers to cover the upper grades, as the District has proposed.

TTA proposed a new article to the contract that would establish guardrail language for the dual enrollment and Early College programs in an effort to maintain the integrity and excellent standards of the high schools while ensuring that we protect unit members' rights.

Salary Equalization Update: TTA responded to TUSD's MOU language on salary equalization by proposing 24 individual steps (as opposed to only adding steps 21-24 as currently proposed by TUSD) to the salary schedules. The MOU is intended to address equity for those schedules excluded in the previous two MOUs that added individual steps up to year 20 and subsequently longevity steps to teacher salary schedules. The District claims that these salary schedules would create an unsustainable ongoing cost, and they are not ready to expand these schedules to 24 individual steps. As of yet, TUSD has not provided the total cost of implementing TTA's proposal despite several written and verbal requests.

Calendar Committee Update: The Calendar Committee met March 17 to start building parameters for the 26/27 calendar, with consideration of the work year calendars of our labor partners. At this time, the Committee will reconvene next year. TTA has proposed that the calendar committee meet annually, but TUSD sent its formal response after the conclusion of the March 18th negotiations session. The team will respond during our next bargaining session.

Leadership & Character: TUSD continues to delay providing data and other information TTA has requested; the TUSD team also came to this session with nothing prepared. The TTA team had no TUSD responses to analyze and work with until the end of the day's session. As the two teams discussed TTA's proposals, there was a clear disconnect between TTA and TUSD. TUSD lacked clarity regarding our positions. We spent a good deal of time explaining and reexplaining our positions. It is imperative that the District understand what TTA is seeking in the language we present, but the process has been slow. Despite all of this, the District is eager to settle sooner rather than later. Unfortunately, the continued delays, lack of preparation, and clarity are frustrating. These delays also prevent us from settling on a quicker timeline. Ultimately, the two teams are in agreement that we need to find a way to close the bargain and get a ratification vote out to members sooner rather than later.

Healthy Habits & Life Skills: TUSD's attempts to redefine the workday for certain grade levels to provide relief for other grade levels, lengthen workdays to bank heat mitigation minutes, and define classroom allocations, points to their disrespect for the needs of *all* teachers. Your negotiations team is committed to fighting this out until however long it takes, to get a fair settlement for everyone.

Growth Mindset & Lifelong Learning: TTA has prided itself on finding creative solutions that are beneficial to both parties. Some of these conversations have been happening for years, without any resolution. Sadly, TUSD continues to dismiss these ideas, citing issues with solvency of the costs of our solutions at the negotiations table, while simultaneously expanding the ranks (and costs) of upper management.

Civic Engagement & Global Citizenship: Thank you to everyone who continues 'shirt up and show up' by attending school board meetings to support the bargain. Please join us and our labor partners 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/@TUSDTV>. If you are interested in speaking from the dais, we are happy to help you through the process. Keep an eye out for our planned actions for the remaining Board meetings for the year.

The ninth bargaining session is slated for Tuesday, April 1st. Stay tuned!