

TTA Negotiations Update

April 1, 2025

Negotiations Session #9

The TTA Negotiations Team met with TUSD on Tuesday April 1, 2025, for the **ninth** bargaining session of this cycle.

TUSD **countered** TTA's proposal regarding TK class size which seeks to add an instructional assistant when a class reaches 24 students, and an additional full-time equivalent, when a class reaches 25 students... all dependent on available space at the site. The District's proposed change of agreed-upon language of 20 students to 24 is blatant regressive bargaining. TTA responded to the District's counter by proposing the hire of a FTE with every 21st student.

TUSD **countered** TTA's proposal regarding Early College and Dual Enrollment programs by **eviscerating** all the guardrail language proposed by TTA. TUSD cited their agreement with the participating community college as superseding any TTA language.

TTA **countered** the District's 2026/27 calendar proposal by including dates and language which define elementary progress report (diagnostic assessment vs. instructional assessment), that are authentic and provide workload relief for teachers. This proposed calendar also provides early relief due to a mid-August start date and makes Yom Kippur a professional development day. The District responded by maintaining current progress report practices, and accepting the elementary reporting dates proposed by TTA, but rejecting the Yom Kippur professional development proposal.

TTA **accepted** TUSD's language on salary schedule rules, which includes updated stipends, and calculations for 1/6 assignments to be included on the salary rules for each schedule.

This April 1st session was not without its tomfoolery, and after nine sessions, we have a long way to go before a settlement is reached. The District claims they are eager to settle, yet they bargain regressively, are chronically unprepared, disregard and dismiss our historical knowledge of past events, and propose language which placates the community but has no regard for its impact on the classroom. The District has failed to seek teacher input and understand the effects of their programmatic choices on the classroom. This continues to be problematic. Clearly the recruitment and retention of quality educators, and creating learning environments where students thrive, is no longer a District priority-- foolish, indeed.

The **tenth** bargaining session is slated for Monday, April 14.

Salary Equalization Update: The District continues to dig its heels in on making the 140+ employees who were excluded from the initial equalization whole, and is hesitant to resolve this issue, despite the minimal costs in placing all bargain unit members on a schedule with 24 individual steps. They have gone so far to say that full equalization through the expansion of these salary schedules to 24 individual steps (the creation of new cells on these salary schedules) was never their intention. (Part of the original issue in leaving certain employees out of the initial equalization, was because there were no comparable schedules for these job descriptions, from which to calculate a median salary). In addition, the District does not agree with the percentages between steps that TTA has proposed. With that said, the District had no counter to propose, other than deciding to do a full cost analysis for steps 1-24 of *all* salary schedules, during the 2025/26 school year, (the last study cost roughly \$30k.), and then re-benchmark all salary schedules if necessary. This would cost far more than the 1% raise initially proposed in this cycle.

Long story short, TTA is looking for a creation of new cells for those excluded from the initial equalization, not on newly benchmarking of existing cells. Waiting another year for a cost-prohibitive study only puts these bargain-unit members further behind and reveals the District's true lack of commitment in making these people whole.

Calendar Committee Update: The teams agreed new language for an annual meeting of a calendar committee of representatives comprised of all TUSD labor groups, with the intent of meeting before negotiations start, and recognizing that this may not always be the case.

Thank you all for your patience, and to everyone who continues 'shirt up and show up' by attending school board meetings to support the bargain. Please join us at the next Board of Education meeting on Monday, April 21 at 7 p.m. If you are interested in speaking from the dais, we will have sentence starters showcasing how labor demonstrates relational trust daily with our students. We also invite any members impacted with the remaining outstanding language (such as TK teachers, dual enrollment/early college teachers, elementary teachers for prep and planning) to speak their truth. Thank you also for reading the Negotiations Updates; we appreciate and value your comments--- Laura Giannecchini--- yours in particular!

There is a lot to digest here, and it's not always pretty, we get it. Know that your Negotiations Team is prepared to fight until the end. Meanwhile, we wish you a fun, relaxing, restorative, and well-deserved Spring Break! Your hard work does not go unnoticed. Enjoy your time off!

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APRIL 21ST

TUSD SCHOOL BOARD MEETING

Shirt up & Show up!