

# TTA Standing Rules: Contract Waivers

The protocol below was developed to ensure equity for all bargaining unit members to have an opportunity to allow an individual unit member or entire school staff to try something different without contractual impediments. The origin of this practice pre-dates the 2000s. This agreed practice has been used by the TTA Board of Directors for over 20 years. An article has been published periodically in the Torrance Teacher newsletter advising members of this practice. The contract waiver process below is reflected in both TTA/TUSD culture and practice and can be found on page 76 of the TTA/TUSD CBA. A request to waive provisions of the contract must be approved by both the District and Torrance Teachers Association.

The contract waiver process begins with dialog at the most local level, the individual school site. This dialog between staff and administration should happen before any contract provision is potentially waived. In the absence of a formal waiver, the circumstances default to the original contract language. The TTA Standing Rules call for waivers to be submitted to the TTA Board of Directors for action with the following provisions:

- The waiver request should state the exact TTA/TUSD Contract Agreement provision being waived and resulting working condition(s) of the bargaining unit member(s) if the contract waiver is approved.
- Waivers of the TTA/TUSD Contract Agreement affecting an individual bargaining unit member must have the complete and voluntary support of that member(s), and the waiver request must be submitted to the TTA Board of Directors in writing by the unit member(s).
- Waivers of the TTA/TUSD Contract Agreement affecting all bargaining unit members at an individual school site must have the support of at least 80% of the bargaining unit members at that site as determined by a secret ballot vote, and the waiver request must be submitted to the TTA Board of Directors in writing by the TTA Site Representative(s).

Approval by a school site does not mean automatic approval by the TTA Board of Directors. A TTA Board decision must consider whether the waiver sought has broad implications and/or impacts more than one school indirectly by allowing a precedent to be established. The "waiver" process was designed to allow an individual unit member or entire school staff to try something different without contractual impediments. It was not designed to allow the District to circumvent the normal negotiations process for the District's desired contractual changes.

TTA Staff are available to assist a TTA Site Representative or school site in the suggested format for a ballot, voting procedures, the use of a TTA ballot box, and the submission of an agenda item for a TTA Board meeting. Also, a copy of a waiver request needs to be submitted to the District Office.