

TTA Negotiations Update

October 29, 2025

Negotiations Session #1

TTA met with the TUSD team in its first and final session for the 2025-2026 contract reopener. The two teams reached a tentative agreement (TA).

Today, TTA officially pulled all items other than salary and benefits from the table. Those items were 2027-2028 calendar and Article XVIII Intermediate Discipline. The team will reintroduce those items during the Successor contract bargaining in the spring.

Communication & Collaboration

TTA proposed a 2.23% salary increase, retroactive to July 1, 2025, which is a 100% pass-through cost-of-living adjustment (COLA). **The District ACCEPTED our proposal.**

TTA also proposed an increase in the benefits cap to provide the individual employee with zero out-of-pocket expenses. The intent was to ensure that unit members would no longer have a de facto pay cut due to the increase in health care costs after last May when the benefits increase obliterated the salary increase. The District countered with an offer of \$2,000 annually per unit member, increasing the cap from its current \$10,500 to \$12,500, effective July 1, 2026 (because the district cannot make adjustments to insurance plans mid-year). This proposal also allows for further increases to the cap to be negotiated in the Successor bargain in the spring. **TTA ACCEPTED.**

Both teams agreed to a one-time, off-schedule \$1,500 prorated per FTE (full-time equivalent), to all active unit members to help with current insurance costs.

This brings the total compensation increase to 3.71% for 2025-2026, which includes the 2.23% salary increase and the \$1,500 one-time, off-schedule insurance offset.

Leadership & Character

It was evident at the October 13th Board of Education meeting, and the October 23rd representative council meeting, that insurance rates are an issue of great urgency to members, and rightly so. Additionally, we did not agree to salary equalization in December 2022 only to fall further and further behind other school districts. By focusing on salary and fringe only, we hoped to make strides in addressing the pain of these unforeseen benefits expenses. Your message at the recent TUSD School Board meeting was clearly heard and received. As a result, the School Board and District Leadership are taking this issue seriously and realize the need to make their employees whole. Shirting up and showing up made a difference today. Please continue to put pressure on TUSD. **We will continue this salary and benefits fight in the Successor bargain this spring.**

What's Next?

This Tentative Agreement goes to the TTA Executive Board November 6 for approval. If the Executive Board does not approve this TA, both negotiation teams will have to go back to the table.

If approved by the TTA Executive Board:

On November 7th, the TA will be officially announced and sent via e-blast to all members who have personal emails on file with the TTA office.

The Negotiations Team believes that this is a fair bargain and recommends a "YES" vote. This agreement takes steps toward addressing TTA's short-term goals to address the short fall in total compensation while taking steps to ensure that out of pocket health care expenses for the individual are covered.

Ballot boxes and election materials will be dropped off at your site on Monday, December 1. **This is a members-only vote.** The ratification vote is December 2nd-5th. Site reps must return ballot boxes to the TTA office no later than Friday, December 5th, at 5 p.m. Ballots will be counted the evening of December 5th. The Negotiations Team will present the ratification results at the December 8th school board meeting, please shirt up and show up in solidarity with us!

The TTA Negotiations Team is appointed by TTA President Carlos Anwandter and approved by the TTA Executive Board. In addition to him, members are Lisa Hamilton (Lincoln ES), chair Amy Irwin (Lynn M.S.), Cam-An Navarro (NHS), Deb Tabush (Riviera), America Moreno (Yukon ES), and executive director Julie Shankle. The District's Team is headed by Assistant Superintendent of HR Julio Hernandez, and includes Dr. Keith Butler, Deputy Superintendent, Chris Diaz, Executive Director of Fiscal Services, Dr. Ben Egan, Secondary Senior Director, Christie Forshay, Acting Elementary Senior Director, Dr. Nicole Jacobson, principal, (Torrance El), Sue Keys, principal, (Madrona MS) and Jenna Murata, principal (WHS), Elyse Imperial, classified, and Dinah Barajas, TUSD scribe.

Time flies when you are a hard-working educator-- it's hard to believe that we have started the second quarter! We look forward to meeting you at our bargaining forums; the first of which are October 30th at Magruder and Madrona Middle Schools. The Negotiations Team is seeking input for the upcoming Successor Bargaining campaign, where the entire contract will be up for negotiations. It is a given that salary & benefits are at the top of the list--- these forums provide opportunities for all members to share other issues. We strongly encourage you to attend! Please join us and have your voice heard!!

TTA Members-Only Bargaining Forums:

| Date | Site |
|-----------------------|---------------------------|
| October 30 – 4:15 pm | Madrona Middle School |
| October 30 - 4:15 pm | Magruder Middle School |
| | |
| November 4 – 4:15 pm | Victor Elementary School |
| November 4 – 4:15 pm | Yukon Elementary School |
| | |
| November 5 – 4:15 pm | Torrance High School |
| November 5 – 4:15 pm | North High School |
| | |
| November 12 – 4:15 pm | South High School |
| November 12 – 4:15 pm | West High School |
| | |
| November 13 – 4:15 pm | Hickory Elementary School |
| November 13 – 4:15 pm | Arnold Elementary School |
| | |
| November 18 – 4:15 pm | TBA |