

**TTA MEMBERS-ONLY
BARGAINING FORUM**



TTA Members-Only Bargaining Forum

Agenda

Introduction

Presentation

Facilitated Dialogue

Final Share-out & Takeaways

Compensation Survey

UNDERSTANDING TOTAL COMPENSATION

EMPLOYEE BENEFITS



FLEXIBILITY



ACHIEVEMENT
AWARDS



PENSION
PLANS



HEALTH
INSURANCE



PERKS
& BONUSES



PAID
VACATION



SKILLS
DEVELOPMENT



PARENTAL
LEAVE



Components of Compensation

- ∅ **Salary**—Mandatory subject of bargaining via the EERA
- ∅ **Health & Welfare Benefits**—District contribution to cover costs is negotiated per the EERA
- ∅ **Extra Duty/Hourly Rate**—What to compensate and how much to compensate is negotiated per the EERA
- ∅ **Retirement**—District contribution is set by law (19.1 % of salary)
- ∅ **Leave**—Leave days are accrued and are part of supplemental retirement benefits. Costs associated with leave days include the costs of substitute teachers.



MANDATORY SUBJECTS OF BARGAINING

The Educational Employees Relations Act (EERA)

- Wages
- Hours of Employment
- Terms & Conditions of Employment
- Health & Welfare Benefits
- Leaves
- Transfers & Reassignments
- Safety
- Class Size
- Evaluation Procedures
- Grievance Procedures
- Layoffs (pursuant to the law)

Mandatory Subjects of Bargaining (aka the scope of bargaining)

Permissive Subjects & Right to Consult

Permissive subjects of bargaining are topics that negotiating parties are free to discuss but have no legal obligation to bargain. A party can object to bargaining on a permissive topic, and the other party cannot insist to impasse on it without committing an unfair labor practice.

The EERA grants the right to consult in good faith (not bargain) the following:

- The definition of educational objectives
- Determination of course and curricular content
- Selection of textbooks

COMPROMISE



COMMUNICATE DIFFERENCE



AGREEMENT



Negotiation



TACTIC

OBJECTIVE



COLLABORATION



BARGAINING
PRINCIPLES

Agency, Autonomy, Academic Freedom

Set guardrails that preserve educator agency, autonomy, and academic freedom.

Agency=the ability to act

Autonomy= the ability to act independently

Academic Freedom= the ability to research, teach, and discuss subjects without censorship or fear of retribution in the pursuit of truth and advancing knowledge and scholarship.

Workload Relief

Set guardrails that determine duration and frequency of work-related asks (such as faculty meetings and adjunct duty), assistance and support, and access to adequate resources.

Competitive Compensation

Salary should be at the median OR BETTER for all employees.

Total compensation should be at the median OR BETTER for all employees.

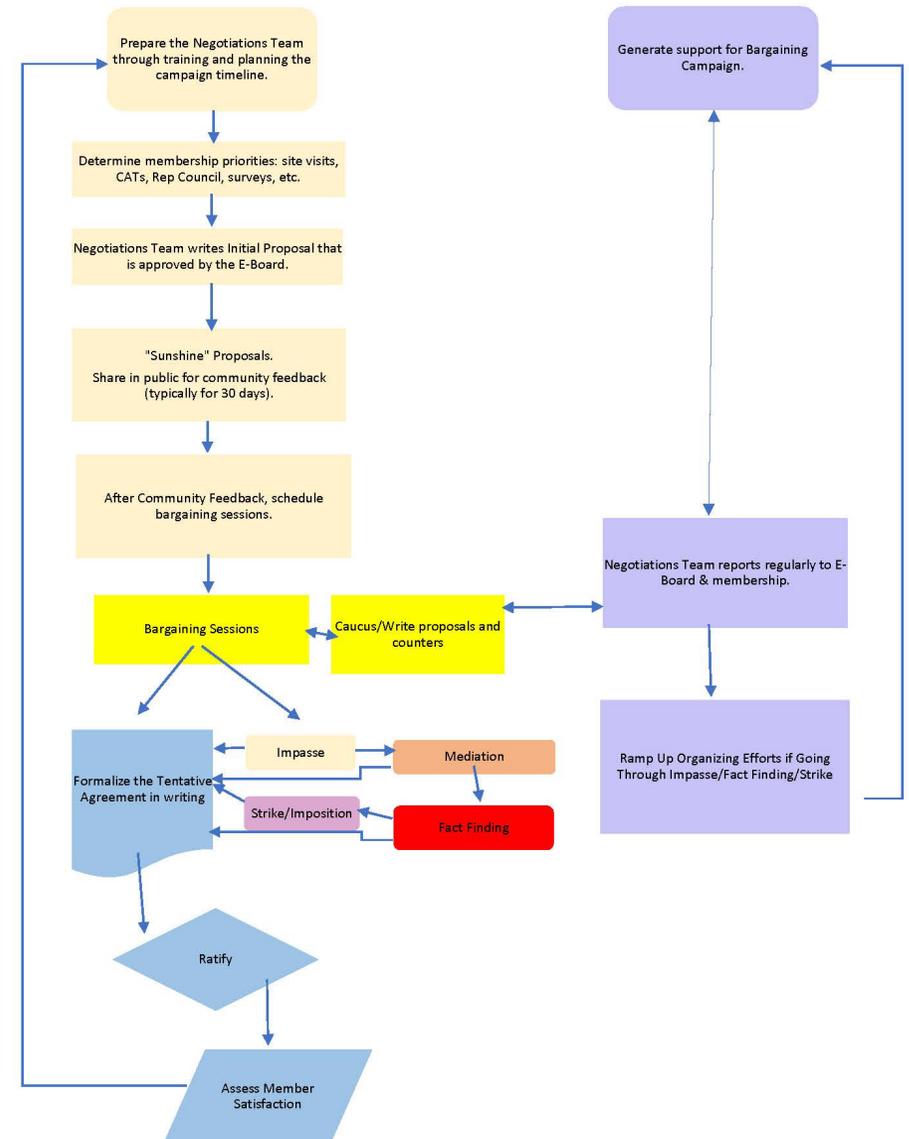
Health & Welfare Benefits

At minimum, in the short term, the District Contribution should cover the individual employee. The individual employee should not have to pay out of pocket for their own coverage.

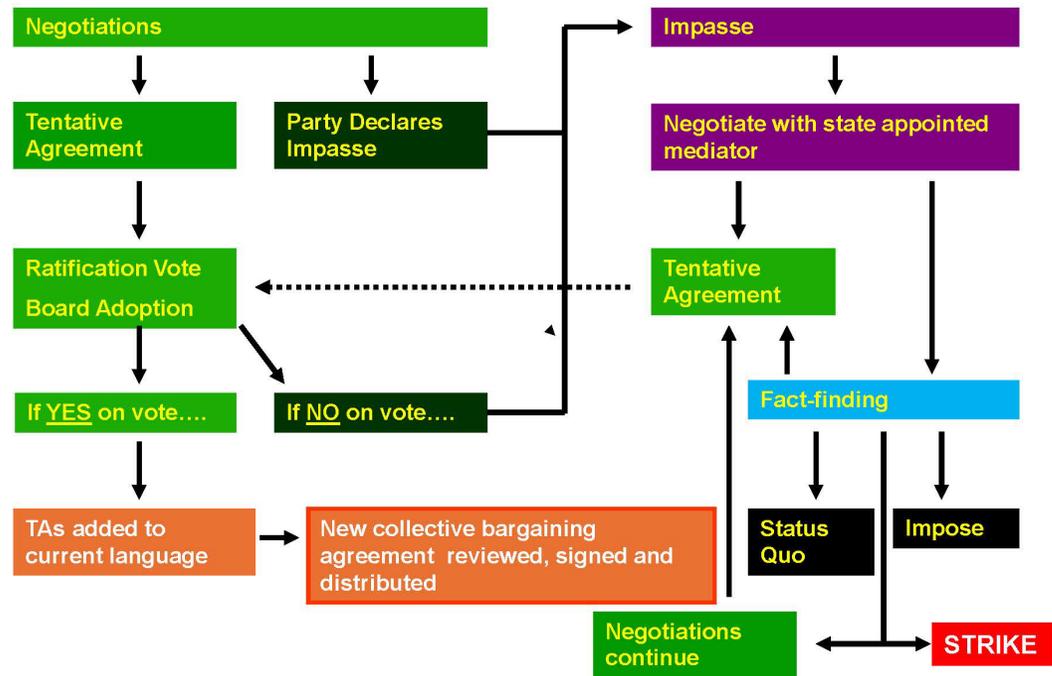
In the longer term, the District Contribution should be at the median OR BETTER for all employees.

BARGAINING PROCESS

THE SUCCESSOR AGREEMENT BARGAINING CAMPAIGN (HAPPENS EVERY THREE YEARS—WHOLE CONTRACT IS OPEN)



Impasse Procedure



IMPASSE

The Cost of A Strike

School District loses money—in 2023, TUSD estimated a \$700,000 per day loss of revenue to the district. This removes this money to be available to negotiate at the table.

Employee loses money—in 2023, one day of strike represented 0.54% of lost income coupled with loss of STRS service credit.

The Net Effect—A one-day strike would be a little over 1% in loss to the employee (money lost to bargain for + cost to the employee)

Strikes are useful & empowering, but they also cost.

Facilitated Dialogue

Procedure:

1. Break into groups of 5-8 people.
2. Each group has a facilitator, a recorder, and a reporter.
3. There are three questions
4. The facilitator goes completely around the group giving each person up to 2 minutes to answer question one.
5. The recorder makes record of key themes/content.
6. The facilitator and recorder repeats this process for questions 2 and 3.
7. The reporter reports “key takeaways” as recorded in question 3.

Facilitated Dialogue

The List

1. Intentionally does not include salary or benefits—those items are a given and the survey at the end will ask about them.
2. The items with a \$ (dollar sign) are items that could potentially cost money to enact—money that could reduce the amount available for salary and benefits.
3. These items have been collected since 2023 through experiences and dialogue with members. It is not exhaustive.
4. If you see something is missing, you will have the ability to add items for the Negotiations Team to consider and prioritize.

Facilitated Dialogue

Questions:

1. Using the supplied list of negotiations topics, which issue is the most important to you and why?
2. If you didn't see your issue, what is missing? Explain.
3. What are the key takeaways from this discussion that we need to share with the whole group?

How will you support the bargain?

- Wear blue on Thursdays
- Show up to school board meetings
- Speak at a school board meeting
- Attend site TTA meetings
- Faculty Walk-ins
- Read TTA communications
- Communicate with your site rep and exec board members
- Join your site's CAT
- Write letters to the school board and executive administrators

COMPENSATION SURVEY

Scan the QR code to fill
out the Compensation
Survey

TTA Compensation Survey



2026 Successor Campaign

THANK YOU

TTA Negotiations Team

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