



TTA/TUSD REOPENER TENTATIVE AGREEMENT

2025-2026



NOVEMBER 7, 2025
TORRANCE TEACHERS ASSOCIATION

TTA/TUSD Collective Bargaining Agreement Negotiated Changes for 2025-2026

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REOPENER TENTATIVE AGREEMENT 2025-2026

Rationale and Recommendation

The TTA Negotiations Team has worked diligently to negotiate a fair settlement that makes progress toward our guiding principles of reaching competitive total compensation. The TTA Team recognizes that this bargain is a steppingstone that provides immediate short-term relief, yet it still leaves us with much work to be done in the upcoming successor campaign. While we didn't get everything we proposed at the table, our team believes this is a good bargain that is fair and makes progress. We hope that the quest for the perfect will not negate the positive steps forward that this bargain represents.

This total compensation package reflects total compensation of 3.71% in a year in which TUSD received 2.23% from the state (COLA based on ADA). The TTA Negotiations Team secured a 100% pass through of the 2.23% directly to salary with the remaining 1.48% going to a \$1,500 off schedule payment intended to assist with out-of-pocket health care costs. An additional \$2,000 will be added to the \$10,500 healthcare cap beginning July 1, 2026. The TTA Negotiations Team has made clear to TUSD that we will be returning to the table in the spring to increase that amount.

The TTA Negotiations Team also sends thanks to all our members for the support along the way. Shirting up and showing up, participating in Blue Thursdays and engaging in unity practices, speaking at school board meetings, staying informed, and asking the hard questions along the way are all essential to a successful bargain. Your mobilization has helped us to move items at the table to build this settlement that gives us all progress toward competitive compensation we deserve. We haven't finished all we set out to do in this bargain, but we have taken steps forward by obtaining movement from TUSD on items of critical importance to us all.

We now feel it is important to wrap up and get money into our members' pockets, so we can begin the next round of bargaining as soon as possible. The entire contract is up for negotiation this spring. TTA negotiators are holding forums throughout the month of November to get vital feedback before heading back to the table in the spring. In these times of instability, our ability to stand together in unity and forge forward toward our goals is crucial.

For these reasons, the **TTA Negotiations Team and Executive Board recommend a "YES" vote to ratify** and enact the newly negotiated collective bargaining agreement reopener for 2025-2026.

We want members to be able to make informed decisions about what their votes mean. For informational purposes, a "NO" vote will send TTA back to the table. It will indefinitely postpone negotiating the entire contract that expires in June and the ability to seek additional money in that bargain. It has the potential for the District to declare impasse—at which point the entire bargain can be imposed or negated to the status quo (which means nothing changes from the pay that we currently have, and we have to start the process all over again).

Ratification ballots will arrive at sites on Monday, December 1st, 2025. The voting window is Tuesday, December 2nd -Friday, December 5th. Ballot boxes must be returned to the TTA office no later than 5:00 PM on December 5th. Ballots will be counted that night, Friday, December 5th.

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Changes take effect as soon as approved and ratified by both TTA membership and the TUSD Board of Education. All changes are retroactive unless otherwise indicated.

ARTICLE XIII DISCIPLINE

Article opened by TTA. TTA pulled the item and plans to bring it back during successor negotiations.

ARTICLE XXIII SALARY SCHEDULE RULES

Article opened by TTA and TUSD.

No changes were made to language, but salary enhancements were agreed upon.

SALARY ENHANCEMENTS

1. The District shall increase salary by 2.23% across all schedules. This increase is retroactive to July 1, 2025, except for contract hourly rate, which will become effective upon ratification and approval. This increase covers all unit members in active paid status effective upon ratification and approval.

ARTICLE XXIV HEALTH AND WELFARE BENEFITS

Article opened by TTA and TUSD.

No changes were made to language but increases in the health care cap and off schedule monies were agreed upon.

1. The District shall increase the contribution of the health care cap by \$2,000 annually per unit member. This increase is effective July 1, 2026, and covers all unit members in active paid status.
2. To offset increases in employee health care contributions for the 2025-2026 plan year, the District shall pay \$1,500 prorated per full time equivalent (FTE), off schedule, to all unit members in active paid status effective upon ratification and approval.

ARTICLE XXVII CALENDAR CONSIDERATIONS

Article opened by TTA and TUSD.

Item pulled by TTA with agreement by TUSD. Calendars will be adopted during successor negotiations.