

TTA Negotiations Update

April 7 & 10, 2026

Bargaining Sessions #3 & #4

Negotiations Update #2 Session 1: Tuesday, April 7, 2026

The TTA Negotiations Team met twice last week with the District for the third and fourth sessions of the 2026 successor bargaining campaign. As we have said previously, this is an ambitious bargain. The entire contract is open for negotiations. The Negotiations Team continues to work to protect and improve our working environment and students' learning environment!

COMMUNICATION & COLLABORATION

Article VI. Hours of Employment.

TUSD responded to TTAs counter regarding the extension of the TK/K workday, and TK/K proposed hours of employment. TUSD and TTA could not be further apart on this issue. TUSD has twice proposed extending the TK/K to at least 3:13 and has proposed extending all employees' workday by adding extensively to the list of after school duties that unit members have to perform before they can go home. TTA has made it clear that we are not interested in concessionary bargaining with the District.

TTA proposed new language regarding compensation for classroom coverage, faculty meetings, and due dates for grades. The two teams remain far apart on the issue of faculty meetings. TTA's position is to add guardrails for how faculty meetings can be used to respect unit members' length of workday, but TUSD prefers the status quo. **TUSD agreed** on language clarifying compensation for classroom coverage. **TUSD agreed** to allow TK-5 grades to be due no earlier than 10 p.m. on the fourth business day after the close of the quarter.

In the spirit of finding creative ways to reduce workload, and to work with parents, we also proposed language that included the elimination of open house at the middle schools. TTA's position is that the current model unnecessarily adds to workload with underperforming attendance from parents. TTA sought the elimination of after school open house to explore models in which parents can engage with students and educators during the school day.

Article XVI. Site-Based Decision Making. TTA countered TUSDs proposal on PLCs, by reorganizing and restructuring the entire section. TTA **countered** TUSDs proposal on School Site Council, with new language that keeps the council in compliance with the law, including the role of SSC, the number of unit members required, and the election process. The language we proposed is based on information from the California Department of Education.

Article XVIII. Intermediate Discipline. TTA proposed language including but not limited to due process rights and progressive discipline for unit members. TUSD seemed uncertain as to whether or not discipline is a mandatory subject of bargaining but our team referenced legal instances which prove otherwise, including at least four Public Employee Relations Board (PERB) decisions on the subject.

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Article III. Association Rights. TTA reintroduced language from 2023 to allow up to three Association members to sit on hiring panels for administrators. While language was not adopted in 2023, it was mutually agreed that the District would work with the Association to adopt Standing Rules for how hiring panels would operate. Those Standing Rules were never adopted. So the team reintroduced the language to secure the right to representation on administrative hiring panels.

LEADERSHIP & CHARACTER

Today was originally scheduled as a full day of bargaining at the District's insistence. The District realized they double booked their morning, so they relented to provide our team time to work throughout the morning. We used the time to write and edit 12 proposals and counter proposals. The District showed up 20 minutes late to the 1 p.m. bargaining session. Then after we finished our proposals at about 2:10 p.m., they called for a caucus which went on for over 90 minutes. Upon their return, they had NOTHING to propose. It is insulting when our concerns over their lack of preparation are dismissed with "we all have full time jobs" (yes, they actually said this to us!). #Frustrating

Session 2: Friday, April 10, 2026

COMMUNICATION & COLLABORATION

The session started at 11 a.m. TUSD presented counterproposals to the following:

Article XVI: Site-Based Decision Making. TUSD rejected most of the TTA proposed language regarding unit member representation on School Site Council, and their ability to affect change in the School Plan for Student Achievement (SPSA). TTA will counter at a future session.

Article III. Association rights. TUSD agreed to maintain three unit members per site on administrative hiring panels but rejected most of the other proposed language TTA proposed regarding hiring panels. TTA provided the District with Standing Rules drafted by Dr. Dylan Farris in response to the 2023 bargain, but the District refused to consider any language beyond granting representation on panels. The District did not say whether they would adopt the Standing Rules or work with the Association on them.

Article VI. Hours of Employment, Adjunct Duty & Supervision. TUSD agreed to the updated job title + workdays chart. They also agreed to some positive work year language but struck language we proposed that allows unit members to count duties that fall on weekends towards their positive work year, citing labor laws which prohibit them from forcing unit members to work on weekends. TTA clarified that with this rejection, unit members can opt out of any duties that fall on weekends and the District confirmed this point. TUSD rejected all TTA proposed language regarding PLCs, faculty meetings, and the elimination of middle school Open House.

TUSD proposed the elimination of compensatory time off for Open House & Back to School Night. That is, they want to eliminate minimum days/late starts for these events, while

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TTA's proposed language sought only to make the amount of 'comp time' standardized across the district. The District expressed some confusion on the definition/purpose of 'comp time,' and **agreed to pull and review** the item which would remove this currently existing compensation within our CBA.

TTA sought clarification for TUSD's need for TK/K teachers to stay on campus until 3:15 p.m. when the instructional day ends at 2 p.m. TUSD believes **all TK/K** teachers need to stay because they believe some teachers are delinquent in their duties, but the District could not define where or what the deficiencies are. While the District maintains that requiring TK-K teachers to remain on-site until the full instructional day ends won't result in extra duties, the language of their proposal to redefine the workday contradicts this assurance.

Article XVIII. Intermediate Discipline. TUSD rejected much of the proposed language on intermediate discipline for unit members. TTA's proposal is an attempt to codify the language from the TUSD Employee Accountability Handbook and secure stronger accountability for TUSD in the process. We want to ensure that discipline is applied fairly, consistently, and according to foundational principles of just cause, due process, and progressive discipline. TUSD's intent appears to be protecting their right to impose discipline entirely at their discretion, with few, if any, firm protections for employees.

LEADERSHIP & CHARACTER

Given that our team made 12 proposals Tuesday, only to be given little in return on Tuesday, we purposely deferred to TUSD opening Friday's negotiation session. While they gave the appearance of thoughtfully responding to 7 of our proposals, their proposals instead strip existing unit member rights regarding workload and compensation for outside of workday labor. TUSD also outright rejected proposed language which is NOT a counterproposal. Despite this, TTA Negotiators continue to seek a collaborative process that is mutually beneficial.

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

We hope you are as frustrated as we are, and will join the Organizing Team Thursday, April 16 at 4:15 p.m. at the TTA office. At this meeting, you will be given time, space and materials to make signs and prepare your message for the School Board meeting on Monday, April 20 at 7 p.m. If you can only join us at the School Board meeting, wear blue and pack the room! We will be meeting in "The Pit" starting at 6:15 p.m. for the pre-meeting rally!!

The TTA Negotiations Team is appointed by TTA President Carlos Anwandter and approved by the TTA Executive Board. Members are Lisa Hamilton (Lincoln ES), chair Amy Irwin (Lynn MS), America Moreno (Yukon ES), Cam-An Navarro (NHS), Deb Tabush (Riviera ES), Carlos Anwandter (THS), and Julie Shankle (TTA Staff).

The District's Team is headed by Assistant Superintendent of HR Julio Hernandez, and includes William Arguello (Director of HR-Classified), Chris Diaz (Executive Director of Fiscal

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Services), Dr. Ben Egan (Secondary Senior Director), Sorah Han (Yukon Elementary Principal), Dr. Vicki Hath (Arlington Elementary Principal, who is also past TTA Treasurer and former TTA negotiations team member), Elyse Imperial (HR Analyst), Dr. Sue Key (Madrona MS Principal), Dr. Stephanie Lewis (Director of Adult Education), Elizabeth Hinojosa (Administrative Assistant to Hernandez), and Jenna Murata (WHS Principal).

We return to the bargaining table on April 15th, April 21st, and April 29th.

Here is a link to our latest video updates: [Session 3 Update](#), [Session 4 Update](#)

