

77A Negotiations Update

April 29, 2026

Bargaining Sessions #7

Negotiations Update Session #7 Wednesday April 29, 2026

The TTA Negotiations Team met today with the District for the **seventh** session of the 2026 successor bargaining campaign.

COMMUNICATION & COLLABORATION

Article VI. Hours of Employment.

Workday. TTA and TUSD agree on most of the language defining the workday, but the minor differences are still huge in meaning for our members. TTA continues to strike any language that singles-out unit members that are part of a site and changes their workday. (ie TK/K teachers). A large portion of the discussion was on the language around unit members being required to attend administrative meetings as part of their workday and providing advance notice of those meetings. TTA proposed that administrative meetings be scheduled by mutual agreement, opposing the district's stance that staff should be attending meetings regardless of prior personal commitments outside work hours or without adequate notice to the unit member.

Compensatory Time Off. TUSD agreed to most of the language put forward by TTA and proposed a caveat requiring administrator discretion of giving unit members the option of compensatory time off or the hourly rate. This means that unit members who work outside of the professional day would not know ahead of time how they would be paid. **TTA countered that unit members be informed ahead of time of the mode of compensation—whether in time off or the contract hourly rate—and TUSD agreed to the changes.**

Parent Conferences. TUSD countered with language which restricts teachers' ability to meet with parents outside of the formalized window of time for parent conferences and denies parents the flexibility to work with teachers should they have to meet at another time. **TTA countered.**

Open House/ Portfolio Day. TUSD rejected the proposal to schedule these events during the professional day. The District is concerned with parent work schedules which may prevent them from attending a day event, even though most elementary schools' open houses/portfolio days are currently scheduled during the instructional day. TUSD said that they are unwilling to give up their operational rights regarding this matter and dismissed this as a day event that does not happen at the majority of sites, (despite the majority of elementary schools scheduling these during the instructional day).

Positive Work Year Calendar. The teams reached an agreement regarding flexibility for unit members scheduling 'dark days.' and compensation for work outside of the regular workday.

Article XV. Professional Development. TUSD rejected TTA's proposal to allow the inclusion of items from PLCs and Faculty Meetings. *TTA pulled this item after much discussion regarding what*

77A Negotiations Update

April 29, 2026

Bargaining Sessions #7

we believe are TUSD's regressive bargaining tactics. (Striking language to which they previously agreed).

Article XVIII. Intermediate Discipline. (Items A/B/C). TTA countered with language defining varying levels of misconduct ('serious' vs. 'egregious'), language to protect unit members' private lives, prevent the District from 'stacking allegations' and to protect their employee rights, including statutes of limitations and double jeopardy rules. The District's verbal reassurances that unit members' rights will be protected and exercised in a timely manner--- are not acceptable and need to be codified. In addition, TTA agreed to TUSD's language to not grieve letters of reprimand.

LEADERSHIP & CHARACTER

As we have stated in previous updates, TUSD continues to reject language without offering true counterproposals. Striking language due to confusion over what was previously proposed, instead of having conversations about it, is unprofessional.

TUSD struggles with the definitions of contract language, (today, 'formal' vs. 'informal' conferences). The irony in their pushing language to resolve a problem that rarely happens (i.e. TK/K teachers leaving early without finishing their job) against their rejection of our similar language for a problem that occurs *even less* (i.e. teachers meeting parents outside the formally scheduled time), is not lost on the team.

It is clear that the District is concerned only with management rights (including hand-picking site leadership teams), has little interest in seeking employee input, has no interest in providing workload relief ----- and is hesitant in compensating us fairly and in a timely manner. Claiming that they would 'take a lot of heat' by providing flexibility for unit members in site-based decisions, is a paper tiger.

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

Our next negotiations session is Tuesday, May 5. The School Board meets again Monday, May 18. Keep shirting up and showing up! If you wish to speak on behalf of educators district-wide, or share your experiences in the trenches, we can guide you through the steps.

If you'd prefer to speak out more discretely, you can write to the school board members at any time.

Betty Lieu, Esq.
President / Trustee Area D
lieu.betty@tusd.org

James Han
Vice President / Trustee Area C
213-447-1187

77A Negotiations Update

April 29, 2026

Bargaining Sessions #7

han.james@tusd.org

Dave Zygielbaum
Clerk / Trustee Area E

- zygielbaum.dave@tusd.org

Dr. Anil Muhammed
Member / Trustee Area A

- 213-293-5089
- muhammed.anil@tusd.org

Catherine "Cat" Bones **NEW**
Member / Trustee Area B

- bones.catherine@tusd.org

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), 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 Services), Dr. Ben Egan (Secondary Senior Director), Dr. Alice Lee (Elementary Senior Director), Sorah Han (Yukon Elementary Principal), Dr. Vicki Hath (Arlington Elementary Principal, 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), Karena Madge (Administrative Assistant to Hernandez), and Jenna Murata (WHS Principal).

***DON'T FORGET TO TAKE YOUR
PERSONAL OBSERVANCE DAY**

Article XXVII. Calendar Considerations

A. Personal Observance Days

When building a calendar, considerations such as federal holidays, local non-instructional days, and days of cultural/religious significance that could be taken as Personal Observance Day will be considered.

In the TUSD Calendar, each year the date of Yom Kippur will be a student holiday/non-instructional day. In recognition of diverse cultural and religious perspectives, effective July

77A Negotiations Update

April 29, 2026

Bargaining Sessions #7

1, 2024, unit members shall be entitled to take one paid Personal Observance Day (POD), which may be used subject to the following conditions:

1. PODs do not accumulate year-to-year and are forfeited if not used.
2. PODs shall not be used to extend holidays as posted on the District Calendar.
3. PODs may not be scheduled on a non-student day designated for District professional development, days scheduled for final examinations, parent conferences, or parent-teacher nights.
4. The scheduling of PODs is subject to administrative approval. Requests may be denied if the approval of multiple requests would significantly disrupt the operations of the District. Requests will not be denied for arbitrary or capricious reasons. Unit members must request to take PODs five working days in advance.
5. PODs may only be used in full day increments.

Here is a link to our latest video update: [TTA Video Negotiations Update Session 7](#)
