

TTA Negotiations Update

May 5, 2026

Bargaining Sessions #8

Negotiations Update Session #8 Tuesday May 5, 2026

The TTA Negotiations Team met today with the District for the **8th session** of the 2026 successor bargaining campaign. We present here the reality of our current situation and have included a humble wish list for Teacher's Appreciation Week, for all of our bargain unit members. We thank all of you for your dedication and hard work all year long!

COMMUNICATION & COLLABORATION

Article VI. Hours of Employment. TUSD countered and agreed to remove language which redefines the workday for TK/K. **Both teams reached agreement on the definitions of the instructional and workday.**

Open House/Portfolio Days. The district rejected our proposal to codify flexibility in scheduling these events during the instructional day. We want to work with parents and students to create meaningful events that value everyone's time. **TUSD offered no counterproposal.** The district is steadfast in the idea that day events discount the needs of working parents, even though most elementary schools schedule these during the instructional day. In addition, they have no interest in creating uniformity in purpose, length and compensation for these events. With that said, we want SINCERE CONVERSATIONS and COLLABORATION to address member workload outside of the regular workday.

Parent Conferences. After some adjustments, **both teams agreed** to language regarding formal parent conferences and providing flexibility for teachers to meet with parents outside of the calendared window of time.

Adjunct Duty. TTA reintroduced language proposing the election of site leadership teams and offers exemptions from adjunct duty to members who already have extensive job expectations outside of the workday, differentiates between athletic directors at the high and middle schools, and includes some minor reformatting of the article.

Article IX. Assignments, Reassignments, and Transfers. TTA proposed new language to prohibit Kindergarten combination classes. *More language in this article will be proposed at a later time.*

Article XVII. Calendar Considerations. TTA countered with language to resolve the issue of unit members who were being denied their POD because it extended a District-defined holiday. TUSD previously cited an inability to find coverage in the 5-day notification period. The new language would require a 10-day advance notice in these cases, allowing unit members to observe their day of cultural/religious significance should they land on a day leading up to or after a holiday, without being denied the right to do so, and also helps mitigate a potential sub coverage issue.

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Article XVIII. Intermediate Discipline. (Items A/B/C). TUSD countered, striking most of the proposed language, citing an intrusion on their managerial rights, and concerns with using legal terminology that is outside the parameters of public education, and more importantly to them, administrative rights. The District is engaging in concessionary bargaining by removing items which exist in the current contract. They were unwilling to discuss this egregious action, but in turn expected our team to have answers for them in their attempt to accuse us of regressive bargaining. They are unwilling to surrender managerial rights under any circumstances. The District is firm in the belief that the discipline process created in their [Accountability Guide](#), is sufficient language for securing employee rights, and does not see the need to put this language in the contract. TUSD is prepared to hold us accountable to the process, but is not willing to accept that same accountability for themselves.

Article XIV. Leaves. TUSD proposed extensive changes to the leaves article in an effort to update the language to reflect current laws. Several proposals in this article are concessionary in nature, stripping unit members of existing rights. Their proposed language on jury duty prevents unit members from using their sick days after the initial five days. They also proposed language “setting the expectation” that teachers report their illnesses by 6:30 a.m., claiming that they have constant issues covering teachers who report absences late or not at all --- another example of trying to push through concessions in the contract instead of communicating clear expectations to employees.

New Article. TTA proposed language for a new article for temporary unit members who are classified as such because they work on special project(s), categorical program(s), or as back fill for a permanent unit member working on such projects and programs, and part-time adult educators to be eligible for probationary status. Without this language, unit members who have been temps for years are vulnerable to sweeping layoffs should they happen and allows administrators to pick and choose who they want on their staff. This language would protect administrators from abusing the system by keeping unit members in temporary status for years on end. The District claims that uncertainty of funding for the aforementioned programs and having to resort to massive layoffs in order to grant temps permanent status as a rationale. These unit members should not be held hostage year after year if the District has no intention of making them permanent.

LEADERSHIP & CHARACTER

TTA is trying to establish a collaborative relationship in which all levels of the institution play a pivotal role in the mission of serving and educating students. It is a dynamic of equity and mutual respect. When TUSD originally requested that teams chunk articles into manageable sections (over the course of multiple sessions), we were happy to make this accommodation. TUSD has now expressed confusion and frustration with this process, in an effort to delay negotiations, and establish a structure in which all employees are subject to the authority and whim of the institution. They want to create a dynamic of power and submission, while obligating themselves to the minimal legal requirement possible. In their words, they “only included language that was statutorily necessary.” With that said...

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**WE WANT A DISTRICT THAT TRUSTS, VALUES, AND RESPECTS EDUCATORS FOR
TEACHER APPRECIATION WEEK (AND BEYOND)!!**

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

Although the current contract expires in just a few weeks, we will not be done with negotiations by then. *Following the law, we will adhere to the language outlined in the current collective bargaining agreement - until we reach a tentative agreement and ratification of the new CBA.* While the Governor's budget May Revise 'drops' **May 14**, TTA does not get CTA analysis until **May 22**. . After this time, we can start negotiating for language attached to money. Our next negotiation session is **Thursday, May 14**. Please join us **Wednesday May 13**, at the Day-of-the-Teacher Happy Hour at Keegan's Pub in Downtown Torrance. The School Board meets again **Monday, May 18**. Keep shirting up and showing up! Our presence-- no matter how large or small-- is impactful!!

**Please take the TTA Compensation Survey by Friday, May 8.
Check with your site rep to access the survey.**

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****

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*We wish all of you hard-working moms out there a lovely **Mother's Day**,
because you deserve it!*