

# TTA Negotiations Update

May 14 & 21, 2026

Bargaining Sessions #9 & 10

## Negotiations Update Session #9 Tuesday May 14, 2026

The TTA Negotiations Team met with the District for the **9th & 10th sessions** of the 2026 successor bargaining campaign. The May 14th session was brief, as we spent four hours reviewing existing language against that which was proposed by TUSD, to counter appropriately. With that said...

### COMMUNICATION & COLLABORATION

**Article IX. Assignments, Reassignments, and Transfers.** TUSD countered with language ‘to make a reasonable effort’ to avoid Kinder combos, citing a ‘financial hit’, which prevents the District from being able to commit to it definitively. Meanwhile, site administrators work under the delusion that they can exceed current class-size caps, or create combos to make life easier for themselves. Imagine the logistical nightmare for a teacher who has kindergarten and first grade! The District was not concerned about this challenge.

**Article XII. Special Education.** TUSD presented a cost analysis of items tied to our proposal on Special Education that we presented on April 15th. Whenever the District makes a cost analysis presentation of *any* kind, you know it won’t be in favor of supporting students. **They offered no counterproposal** despite the previous conversation where they agreed to do so once they had the numbers. They are expected to present a counterproposal at the next session.

**Article XVII. Calendar Considerations.** TUSD rejected TTA’s proposal to make an exception to allow unit members to observe their day of cultural/religious significance should it land on a day leading up to or after a district holiday. They said that they “don’t intend to make it worse financially or operationally for the district”. When we asked about equity for our members to be able to use their POD day no matter where it lands, they responded with, “the language is what it is.” **They offered no counterproposal.**

**Article XIV. Leaves.** TTA made extensive counterproposals (19 pages worth!) to this article to reflect current laws, codify existing Memorandums of Understanding (MOUs) on domestic partnership and military spouses, and clarify language and protect existing rights on the Family Medical Leave Act (FMLA), bereavement (including pregnancy loss), jury duty, military, and unpaid leaves.

**New Article - Temporary Teachers.** TUSD rejected this new language regarding temporary unit members entirely, citing ed code obligations which this proposal allegedly violates. TUSD is not interested in making temps permanent. They took offense with the tone they claimed our team took in fighting for unit members’ rights and our efforts in making TUSD the ‘destination district’ they claim to be. Stringing along temp unit members to believe they will someday be permanent is not the way to do this. TUSD suggested that these unit members start applying to other districts. **Once again, they offered no counterproposal.**

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## Negotiations Update Session #10 Tuesday May 21, 2026

Today's session took an unanticipated twist. The District approached our team a few days ago with the idea that we settle salary and health benefits for 2026-2027. The District is motivated to settle salary and health benefits so that the changes will be in place before July 1 so that they can be available for open enrollment in August. TTA suggested that we work on settling health benefits and not salary, but the District was unwilling to separate the two.

**Article XII. Special Education.** TUSD presented a counterproposal with what they claim will meet our members' needs with workload relief, but unfortunately their proposals for relief fell short. They contend that the additional costs we asked for in our proposal will be too expensive for the district. The TTA team will continue to advocate that TUSD continues to look at the proposed May revision in ways to support our members with the additional funding being proposed by the state. Of note, TUSD is not accounting for the increase to SPED funding proposed in the Governor's May Budget Revision. They insisted that the May Revision was the starting point for discussions of money. Now they're moving the goal posts, saying that the May Revision isn't final, so they can't commit those funds. That means that we cannot bargain for money items until the final budget is approved by the State Legislature in late June. We aren't willing to leave potential money on the table, so TUSD leaves us waiting again—until we can agree on how much money is available to work with.

**Article XXIII. Salary Schedule Rules.** TTA proposed a salary increase of 4.31% across all schedules. TUSD countered with 3%. We countered with a salary increase of 4% across all schedules. While the negotiations team appreciates the need to get money to our members, this proposal was the last we were willing to make without speaking to the Executive Board and getting more information about the state budget. TTA negotiators are holding the line on our bargaining principles and direction from the membership to fight for competitive salary schedules. TUSD's current proposal indicates that competitive compensation is no longer their priority.

**Article XXIV. Health and Welfare Benefits.** TTA proposed an increase to the benefits cap to \$2,000 per employee. TUSD countered with \$1,000. TTA re-proposed the \$2,000 (having shown movement with the 4% on salary). TUSD's final counter was \$1,370, claiming that it would successfully cover the individual. However, their claim that it would successfully cover the individual was based on the employee switching to a dental HMO plan. The vast majority of employees are on the dental PPO plan. TUSD's proposal would have resulted in an almost \$90 out-of-pocket cost for those members.

The combination of a 4% raise in salary and a \$2,000 increase to the health benefits cap would be a 5.6% raise on total compensation. The \$2,000 increase would almost accomplish our goal to ensure that the individual receives healthcare coverage without paying out of pocket (out of pocket costs would be \$7.83 per month for the individual on the EPO). The net increase of a 4% salary plus a \$2,000 increase in employer contribution towards the individual's health benefits would result in members gaining money in their paychecks now, even after healthcare costs are deducted.

# 77A Negotiations Update

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## LEADERSHIP & CHARACTER

It is evident that the District is being pressured to settle on salary and fringe by July. That pressure - and their urgency - are a direct result of your continued presence at school board meetings and in front of your schools. The negotiation team sees you and hears you, and we stand with you! We are prepared to fight all summer! It is time to escalate!

With that said, they repeatedly try to make their emergencies our problem, to rush things along (in their favor, of course), explain away why their numbers are more reliable than ours, (*aka why they cannot agree to our salary & fringe proposals*), discount our need for caseload & workload relief, and **today was no different**. They have zero regard for the logistics of preparing an election and reaching a ratification vote. In fact, we were willing to pull all our proposal items in the event we reached an agreement on salary & fringe, to re-sunshine in June. This did not happen.

A significant issue which delays the bargain is the discrepancy in the amount of COLA (Cost of Living Adjustment) the District claims it will receive vs. the projected COLA. Again, they insist on working with the unaugmented COLA proposed in the May Revise (2.87%) instead of the proposed augmented (super) COLA (4.31%).

The District is arguing that they are proposing more than COLA with their 3% proposed increase in salary. TTA continues to argue that the super COLA will be ongoing and will be passed. Even TUSD's consultants (School Services of California) agree with that assumption. Our negotiations team has insisted that the District reprioritize their spending - they need to divert their spending from unnecessary costs at the district level and invest in the classroom and direct services to students. For that reason, we have requested information regarding the budget line item #5800 - the amount of funds the District has spent on consultants & lawyers this year and last year. TUSD has yet to provide that information.

Meanwhile, the school board continues to claim that they are "doing their best" to support educators. Their best isn't good enough.

***Our trust in the District and in the Board of Education is in a rapid decline-- circling the drain, if you will.***

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## CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

Although the current contract expires in just a few weeks, we will not be done with negotiations. *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.* Until this point, the District was waiting for the May Revise, before making any commitments to spending money. Now that the May Revise has been published, they are claiming they cannot make these commitments until the budget is approved June 30.

Our next negotiation session is **June 8**. The School Board meets again **June 15, July 6, and August 17**. We realize you will be on summer break, but if you can, keep shirting up and showing up! It is important that we stay vigilant- especially during the summer. Bring your family! Our presence-- no matter how large or small-- is impactful!! If you can't show up, email the school board and let them know how you feel, and how these issues affect your work and your family.

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# *TTA Negotiations Update*

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**Bargaining Sessions #9 & 10**

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). The District has also been joined by Deann Sinfield (Assistant Superintendent, Student Services) to advise them on matters regarding SPED.

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