

# *TTA Negotiations Update*

**June 8, 2026**

**Bargaining Session 11**

## **Negotiations Update Session #11 Monday, June 8, 2026**

The TTA Negotiations Team met with the District today for the **11th session** of this negotiations campaign for a successor contract.

### **COMMUNICATION & COLLABORATION**

**Article IX. Assignments, Reassignments, and Transfers.** TTA countered sections A-C with language to provide additional support for teachers who are assigned to a combo class which bridges different bell schedules. TUSD's counter rejected any defined support for these teachers in an attempt to codify current practice, which TTA stated firmly is not working. That's why we proposed language and that the Association expects the District to work in good faith with us to remedy the problems. TUSD maintains that they are not interested in eliminating combos at the Kindergarten level, claiming that site & schedule logistics, and the costs of doing so are prohibitive. While TTA acknowledges the difficulties, the Association does not accept the status quo as the answer to the problems created by their inability and unwillingness to eliminate Kindergarten-1<sup>st</sup> Grade combination classes.

**Article VI. Hours of Employment, Adjunct Duty, and Supervision.** TUSD countered. TTA will respond. There continues to be disagreement about leadership teams being elected (TTA favors this) and who should be exempt or have reduced adjunct duties as part of "equitable" adjunct assignments.

**Article XXIV. Health and Welfare Benefits.** TTA proposed a Memorandum of Understanding (MOU) to increase the District's annual health benefit contribution to **\$14,500 beginning July 1, 2026**, and to continue the work of the TUSD Insurance Advisory Committee. Our team received a clear directive from the TTA Executive Board that we attempt to provide relief for unit members on health care for the upcoming school year, but that we table any discussions on salary until we have clarity on the state budget and COLA. We proposed an MOU adding \$2,000 to the benefits cap in order to ensure that this increase would be available to members for open enrollment this summer. This increase would cover most of the cost for the individual on an EPO plan. **The District responded** to the MOU by including a 3% salary increase proposal, and a contribution to benefits of \$13,700 (+1,200). **This reintroduced their last proposal; it is not a counterproposal.** TUSD refused to bifurcate benefits and salary and are staying at 3.96% total compensation.

While the District (including the school board) claims to want to provide relief and that they sympathize with our plight, their refusal to acknowledge the proposed statutory 4.31% COLA, and to think creatively about how to solve the intractable issue of healthcare, reveals that they're more concerned about their bottom line than they are about your well-being. They are now blaming us for not coming to a resolution before July 1, expressing shock that we would stand firm in our insistence on a fair compensation settlement. TUSD even asked to meet outside of the bargaining table with 2 of our negotiations team members suggesting there was a back room deal to 'make this happen' without input from the Negotiations Team OR the TTA Executive Board - much less a ratification vote of the membership. Shameful. It is apparent that they are feeling our pressure to

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get the salary and health care done. TTA is holding firm at 5.6% total compensation (4% + \$2,000 to the cap). While this exceeds the May revise's COLA, TTA is demanding that TUSD reinvest money from consultants to the classroom through competitive and fair employee pay.

**Article XXVII Calendar Considerations.** TTA agreed to the District's counter proposal from May 14. Although TTA does not agree with the lack of equity that still exists in being able to use the POD if it falls before or after a holiday, we will continue to fight this inequity in future bargains and through lobbying and other means. *Meanwhile, if your religious or cultural observance day falls before or after a district-observed holiday and your request for a POD is denied, please notify TTA leadership as soon as possible.*

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TTA pulled the following items from 2026-2029 negotiations cycle:

### New Article. Academic Freedom

### Article VI. Hours of Employment, Adjunct Duty and Supervision.

New Section: Open House/Portfolio Day

TTA plans on addressing the concerns about these items through other means.

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## LEADERSHIP & CHARACTER

The District had no proposals and two counterproposals today. While this is nothing new, it's still disappointing. This bargain continues to move slowly.

Under the California Public Records Act, we have made several requests over the course of this bargaining for information. While the District has complied with most budgetary requests, they have had our request for the amount of money District has spent on consultants and lawyers for a month now and have yet to provide that information. We also made new requests for the number of unit members out on pregnancy disability leave for the past five years and **the cost of one day of strike for the district and for the employee. They have yet to provide this new information as well.**

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## CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

Although **the current contract expires on June 30th**, 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.*

As we go into summer, there will be a pause in the negotiations process as we couldn't reach agreement on dates to negotiate in July. After 11 sessions, here's where things stand:

- We have tentatively agreed on 17 items.
- There are 8 proposals still on the table, including Total Compensation

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- TTA has several items that we plan to bring to the table when we return in August.
- On Total Compensation, TTA's proposal is currently at 5.6% while TUSD is at 3.96%.

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. *In addition, we are looking to bring-in food trucks, so if you have a suggestion... or know a guy... please contact the TTA office.*

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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.

Here's the link to the video update for this session: <https://youtu.be/SioWCxj7Y0Y>

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### **Write to Your Board of Education!**

**Betty Lieu, Esq.**

**President / Trustee Area D (until she is seated on the City Council)**

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We appreciate your dedication & hard work supporting your students and your school community. We want you to know that we will be working hard all summer on proposals and organizing for a fair bargain. We wish you a well-deserved and relaxing summer break! Please join us at any or all of the school board meetings this summer! Come by the Office any time!

TTA Summer Office Hours:  
Monday-Friday 9 a.m. - 4 p.m.