

TTA Negotiations Update

July 24, 2026

Bargaining Session 12

Negotiations Update Session #12 Friday, July 24, 2026

The TTA Negotiations Team met with the District today for the **12th session** of this negotiations campaign. It is unusual to meet during the summer, but here we are.... Hope you are taking plenty of time for yourselves to rest and relax... the first day of school—and the fight for a fair contract—will be here before you know it!

COMMUNICATION & COLLABORATION

Several articles were discussed at the table today. Here is a rundown of those conversations:

Article IX. Assignments, Reassignments, and Transfers.

Both teams agreed to all language TTA proposed regarding transfers and the excess process.

Article VI. Hours of Employment, Adjunct Duty, and Supervision. TTA countered with language to create a fair selection process for leadership team members, and to provide adjunct relief exemptions for unit members who *‘serve in positions with the expectation of supervising and/or managing student activities, competitions, practices, or other performances outside of the school day.’* TTA continues to show movement on the topic of adjunct duty, but we are seeking ways to provide necessary workload relief and fairness to leadership selection processes. TUSD has been reluctant to agree to either item in past proposals. TTA is demanding that TUSD take the problems we bring forward seriously enough to work with us in finding resolution rather than just continuing to reject for the status quo. TTA remains hopeful in reaching agreement on these two remaining adjunct duty items.

Article XII. Special Education. TUSD countered. Both teams agree on significant areas of this article, but we continue to disagree on instructional support for teachers who have clusters in their classes and caseload sizes for counselors. TTA will prepare a counter to TUSD’s latest proposal. TTA remains committed to finding relief for our special educators.

Article XVIII. Intermediate Discipline. TTA countered on sections A-C (Philosophy/Representation/Progressive Discipline). TTA has proposed massive changes to this article, so we are proposing it in manageable chunks. The areas of disagreement include language we proposed seeking to prevent disparate treatment among unit members who are being disciplined and unnecessarily prying into a unit member’s personal life outside of what the law dictates for the reasons of discipline. TUSD continues to state that varying circumstances and administrative discretion supersede unit member’s rights and demands for fair treatment.

Article XIX. Grievance. TTA proposed language redefining the “workday” for use in grievance timelines. The new language simplifies language currently in the contract. The grievance timeline

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will be set to any day worked in the academic year on the agreed upon District calendar. During the summer a workday is defined as any day on which the district office is open. **TUSD agreed.**

Article XX. Summer School Employment Procedures. TTA proposed language clarifying the tie-breaker process and updating outdated language in the article. After some minor edits, **TUSD agreed.**

Article XXIII. Salary Schedule Rules. TTA held firm with a proposal of a 4% salary increase across all schedules, effective July 2026, with the exception of contract hourly rate, which would increase upon ratification & approval of the Collective Bargaining Agreement (CBA). These proposed increases are for active unit members only. TUSD asked if this was TTA's best, last, and final offer since the Association showed no movement in the past two proposals. TTA said yes. **TUSD did not respond.**

Article XXIV. Health and Welfare Benefits. TTA proposed creating a Memorandum of Understanding (MOU) to remove this article from the bargain for immediate action. This MOU would have established an increase in the health benefits cap by \$2,000 per unit member, (increasing the District's contribution for the individual to \$14,500 **beginning July 1, 2026**) and commit the District to continue the work of the insurance committee. This proposal is the same proposal that TTA put forward in May. TUSD again asked if a \$2,000 increase to the healthcare cap was our best, last, and final offer. TTA said yes. **The District did not respond to this proposal of an MOU.** There will be no immediate relief on health care. While TTA will continue to fight for a retroactive increase to the healthcare cap, TTA leadership encourages members to not count on anything extra for this year when making decisions for healthcare plans during open enrollment. This was our last effort to get the money into members' pockets before the open enrollment window of August 1-31.

New Article. Temporary Teachers. TTA countered with language to expedite the permanency process for temporary teachers, including those in Adult Education, who have been such for 3 or more years. TUSD deemed it unnecessary, claiming that they are currently converting many of these temps (some of whom have been so for over 15 years) to permanent status. TUSD agreed to draft and share this process with TTA. They also claimed that after analyzing the data, over half of the temp teachers were moved to permanent in under five years. Adult education is an exception to this process. TTA and TUSD will have to take a collaborative look at adult education staffing separately. **TTA agreed to temporarily table this proposal until the process can be reviewed.**

LEADERSHIP & CHARACTER

The tenor and tone in the room during the first half of the session were very congenial, and the morning was quite productive. Clearly your presence at the school board meetings and the PERB violations being resolved in our favor are making an impact.

That tenor and productivity changed once we proposed language for discipline and salary and fringe benefits.

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The District would ultimately like to make everything in the contract ungrievable. They want free reign in disciplining unit members. Their insistence on administrative discretion does not acknowledge the 'bad actors' in the mix and fails to appreciate the intent of the contract which is to make sure all interested parties understand the rules of engagement and perform accordingly. TTA believes that unit members should have the ability to grieve an outcome that harms them at any level, while the district disagrees to the extent that managers should have discretion regardless of unit members' due process rights to just cause and a fair process.

While we reached agreements on 3 items, TUSD brought little to the table to present. Ultimately, we are at the point in the negotiations process where both sides are now showing little movement. We are at the hard part of the bargaining process where what remains is going to be contentious. **The next bargaining session is scheduled for Friday, September 11th.**

UPDATE: Under the California Public Records Act (CPRA), we made several requests over the course of this bargaining for information including, but not limited to, the amount of money District has spent on consultants and lawyers, and the number of unit members out on pregnancy disability leave. **The District honored our requests in July, and we are currently reviewing this information.**

Here is where things stand after 12 sessions:

- We have tentatively agreed to 20 items.
- There are 8 proposals still on the table, including Total Compensation (salary and benefits)
- On Total Compensation, TTA's proposal is currently at 5.6% while TUSD is at 3.96%.

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

The School Board meets again **August 17**. This is an urgent matter-- a CALL TO ARMS on behalf of all our families, friends, colleagues, work besties, students, and fellow labor brothers and sisters. It is important that we stay vigilant- especially as the summer winds down, and **we continue to work under an expired contract**. 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, if you are interested in "seeing how the sausage is made," by serving on the Insurance Committee, Negotiations Team, Organizing Team, or any other committee, please contact the TTA office.

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We are seeking eligible Torrance residents who live in Trustee Areas B/C/D/E to run for the Board of Education in November. Yes, you read that right. Four of the five seats will be up for election. Currently, one person has filed for Area B (Cat Bones), one for Area E (Dave Zygielbaum), and one for Area D (Jennifer Mak). One other has pulled papers for Area D but hasn't filed yet. No one has filed for Area C yet. That is the seat currently held by James Han.

See the map of Trustee boundaries here: [TUSD Trustee Map](#)

Also, TTA will be reaching out to members to support Proposition 3—to keep existing funds going to education and other vital services. Without Prop 3, education funding will be decimated and one out of every six teachers statewide could lose their job. TTA Leadership will be bringing more information to members as the school year begins.

Remember to VOTE November 3!!

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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Write to Your Board of Education!

[Trustee Area Boundary Map](#)

Dr. Anil Muhammed

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Catherine "Cat" Bones

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James Han

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Trustee Area D

vacant

Dave Zygielbaum

Clerk / Trustee Area E

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We appreciate your dedication & hard work in supporting your students and your school community and want you to know that we will continue to work-- through the late summer and beyond-- to bring you a fair bargain. We wish you rest and rejuvenation in these last few weeks of your break.

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

Regular hours (M-F 9 a.m. - 6 p.m.) resume Tuesday, August 18.

[Check out TTA's New & Improved website!!](#)