

TTA Negotiations Update

September 4, 2026

Bargaining Session 13

Negotiations Update Session #13 Friday, September 4, 2026

On Friday, September 4, the TTA Negotiations Team met with TUSD for our 13th session of this bargaining cycle. This session was not originally planned. TUSD reached out to the TTA Negotiations Team requesting an extra negotiations session before September 10th due to a LACOE deadline to report pre-tax withholdings for employees. Benefits are deducted pre-tax. For any negotiated cap increase to apply to the healthcare cap for the 26-27 plan year, TTA and TUSD would have to come to an agreement in time for the school board to approve said increase at their September 8th meeting.

On Thursday, September 3rd, the TTA Executive Board authorized the Negotiations Team to move off our last-best-final proposal and continue negotiating salary and benefits. After a full day of negotiations, TTA and TUSD have tentatively agreed to terms for total compensation. The agreement includes a \$1,200 increase to the district contribution to health and welfare benefits, which will become effective immediately upon approval by the school board at Tuesday's meeting. This ensures that the increase will be reflected on the October 5th paycheck when the first healthcare deductions for the plan year are taken from employee paychecks.

What does this mean? Out of pocket costs for the individual on the EPO will be reduced to \$878 annually or about \$88 tenthly. Unfortunately, this change in the cap does not come early enough for members to change their healthcare plans. TTA worked diligently putting forward multiple proposals to get the job done prior to the open enrollment window. The TTA Negotiations Team understands that not all members will be able to reap the entire benefit of this cap increase this year because of this, but the team felt it was imperative to increase the cap as much as possible. This \$1,200 is added to the \$2,000 negotiated last year that began on July 1, 2026, and the \$2,000 temporary three-year subsidy negotiated via an MOU in May 2026. That means that this year's total structural increase to the healthcare cap is \$3,200 to \$13,700 annually with a \$2,000 subsidy backfilling and offsetting the premium cost for a total of \$15,700 being applied per individual.

The total compensation agreement also includes a 3.35% salary increase across all schedules retroactive to July 1, 2026. The salary increase takes effect if/when ratified as part of the entire Tentative Agreement after we have completed negotiations on remaining contract language.

This represents a total compensation increase of 4.31%, which captures 100% of the state's funded COLA. When the previously ratified \$2,000 healthcare cap increase that

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went into effect on July 1 of this year is included, the total increase for the 26-27 school year is 5.91%, which is 137% of COLA for this year.

The agreement on salary and benefits was hard fought and would not have been possible without your continued pressure on the school board. TUSD continues to insist that they are in dire financial straits, with the ever-present threat of the fiscal cliff looming. TTA leadership continues to insist that fiscal responsibility is not mutually exclusive of treating employees well and providing competitive compensation. It is far past time for TUSD to reevaluate its budgeting priorities and redirect money back into the classroom where it serves students not consultants. We will continue to insist that TUSD stop its practice of divesting from the classroom, and we will need you to continue letting them know how that divestment affects you and your students every day.

Our next negotiation session is Friday, September 11.

There is still a lot of work for all of us to do, so watch this space. 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 to bring you a fair bargain.

Here is where things stand after 13 sessions:

- We have tentatively agreed on 22 items.
- There are 6 proposals still on the table including language regarding discipline, leaves, adjunct duty, and special education.

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](#)

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