

TTA Negotiations Update

October 22, 2026

Bargaining Session #16

Negotiations Update Session #16 Friday, October 22, 2026

The TTA Negotiations Team met with the District for the **16th session** of this successor negotiations campaign on Friday, October 22, 2026.

COMMUNICATION & COLLABORATION

Article II. Recognitions. TTA proposed language to comply with AB 1997 which goes into effect on July 1, 2027. Salary schedules must match the established class of employee, include the annualized pay rate, include the effective dates, and include the board approval date. Job titles must also match those defined in the Collective Bargaining Agreement. In addition, this language defines new classes of employees with defined benefits in STRS, who otherwise would lose additional days/hours in STRS to supplemental benefits. **TUSD agreed.**

Article XIV. Leaves. TTA responded to the District's counterproposal *in this extensive article*, and after many days of deliberation, both teams have agreed to the new language which includes the use of up to 10 illness leave days as personal necessity days per year. This is an increase from the existing 7 days. New language also secures the rights of unit members on unpaid leave to keep employment outside of the regularly scheduled contract hours. **TUSD agreed.**

Article XVIII. Intermediate Discipline. TUSD countered with language including that which would strip unit members of the ability to arbitrate suspensions without pay while placing the condition that all other amendments to the article within TUSD counterproposal are agreed upon. TTA made it clear that the TTA team would not concede rights our members already have in the contract. TTA has repeatedly told TUSD that the team is not interested in concessionary bargaining, yet TUSD engaged in another attempt. TTA also confirmed that TUSD was intending to use conditional bargaining as a tactic. In other words, TTA would only get certain proposed language if the team agreed to all the other proposed language TUSD put forward in the article—including the loss of rights language. TTA accepted neither the concessionary nor the conditional language. **TTA will respond.**

Article XXVIII. Duration & Zipper. TUSD proposed a 3-year agreement (expiring in June 2029), with either team able to reopen negotiations for salary, benefits, calendar, up to two articles each, and an article of mutual consent. **TTA agreed.**

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CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

We accomplished a lot today. For the entire morning, the tenor and tone in the room was focused and pleasant. After lunch, things went south pretty fast when we called the District out on their attempts at concessionary bargaining (i.e. taking away arbitration rights that are afforded us by current contract language) and omissions of original contract language from their counterproposal. **Their team walked out**, claiming that our ‘calling out’ of their concessionary bargaining tactics, and other hijinks, was a personal attack. Apparently, the findings of a recent PERB hearing, and the pressure you are applying through phone calls, emails, and attending board meetings, are taking their toll on the District. We cannot thank you enough! (*Meanwhile, the District’s team did return to the session-- with NOTHING---- no laptops, mobile devices, notes, pens, pencils or anything.*) We were able to get some feedback from the District about their proposal, but unfortunately, this article will take a lot of work from both teams to finish up.

Negotiations resume Friday 10/30.

NEXT STEPS

TTA Negotiators are committed to finishing up as quickly as possible but will not stop short of striking a fair deal with TUSD. The discipline article is the only outstanding article at this point. Once TTA and TUSD agree on the language in this article, the two teams will reconcile all agreed upon items into a single document that we will share with our Association leaders for approval to send to the membership. If approved by leaders, the members will then vote on whether to ratify the complete tentative agreement.

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), 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. Alice Lee (Elementary Senior Director), Dr. Stephanie Lewis (Director of Adult Education), Karena Madge (Administrative Assistant to Hernandez), Jenna Murata (WHS Principal), and Teresa Simone (Human Resource Specialist, classified, interim for Madge). Nicole Walls (Human Resource Specialist, classified, interim for Simone).

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GLOSSARY OF TERMS

Regressive Bargaining: A negotiations tactic where a party reduces the generosity of a proposal already made during the negotiations cycle. It is often a signal that the party lacks the intent to reach a mutually acceptable agreement. Often, each new proposal is less favorable than the previous. The offers have the potential to be deemed bad faith bargaining and could result in an unfair practice charge with PERB.

Concessionary Bargaining: a form of collective bargaining when the union/employees agree to give back previously negotiated wages, benefits, or working conditions. Concessionary bargaining is typically used during times of economic hardship to exchange for job security and to prevent or lessen the threat of layoffs.

Conditional Bargaining: this occurs when a party attempts to make agreement on one subject contingent upon agreement on another, which can violate the duty to bargain in good faith. The parties may propose package deals or coordinate multiple issues, but when it is used in a way that prevents discussion of mandatory subjects of bargaining or to delay agreement, it can be considered bad-faith bargaining. Conditional bargaining can violate the duty to bargain in good faith if it postpones negotiations until the issues are resolved.