

TTA Negotiations Update

October 9, 2026

Bargaining Session #15

Negotiations Update Session #15 Friday, October 9, 2026

The TTA Negotiations Team met with the District for the **15th session** of this successor negotiations campaign on Friday, October 9, 2026.

COMMUNICATION & COLLABORATION

Article VI. Hours of Employment, Adjunct Duty, and Supervision. TTA countered with language regarding committee selections (ie, PLCs, or grade-level teams), and adjunct duty credits for athletic coaches, and other unit members whose programs require extensive planning and implementation outside of the workday. After much discussion, **the teams agreed.**

Article XII. Special Education. TUSD countered with language regarding the disproportionate distribution of SpEd students in general ed classes, caseloads, and IEP services. TUSD recognized that they need to better train their administrators in creating schedules and writing IEPs so these clustering issues don't happen. After much discussion, **the teams agreed to revert to original language in section B (clustering & distribution) pending the adoption of an MOU establishing a committee to work on the implementation of inclusion—including clustering of students with IEPs in general education secondary classrooms. The committee will make recommendations for policy and contract language addressing the effects of inclusion across all levels for both general education and special education educators. The MOU was written and signed by both parties. The teams also agreed** to other Special Education language securing weekly time to work on caseloads and clarifying some workload caps.

Article XIV. Leaves. TTA responded to the District's counterproposal *in this extensive article* which includes but is not limited to: creating a uniform protocol for reporting an absence *after 6:30 a.m.*; language for bereavement, jury duty, pregnancy disability, workplace accident, and military/spousal leaves; the interactive process meeting for returning to work after an injury; the number of sick days; and the rights of unit members who seek employment outside of the regular school day (District cited this as a violation of a Board Policy, which they could never provide).

Most unit members now work eleven months and should receive benefits aligned accordingly (i.e. being granted an 11th sick day). The District does not agree. In addition, there was some discussion on “No-Tell” days--- the number available, the cumbersome implementation, concerns over the onerous ‘strings attached’ to using these days, and the perception that the District forces employees to lie when submitting an absence.

The District is firm in their belief that the impact on the classroom supersedes any need a unit member might have for taking any absence (illness, bereavement, personal necessity, etc.). **TUSD responded.** Their response accepted many of TTA proposed changes, but there are a few

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areas that still need a response from TTA before tentatively agreeing. TTA will respond in the next negotiations session on October 22nd.

Article XXIII. Salary Schedule Rules. Both teams agreed to a Memorandum of Understanding regarding pay schedules for summer and extra duty pay in the fall of 2025. This language is now being incorporated into the new contract. *The language in this item was negotiated in the 2024-2025 reopener adopted and ratified in late Spring 2025 and then adjusted in an MOU agreed upon on October 8, 2025.* The current language is available on the TTA website.

Article XVIII. Intermediate Discipline (D-L). TUSD countered by rejecting every line (including sections we had agreed upon) of our lengthy (and time-consuming) proposals regarding evaluations, just cause, and due process. TTA believes that TUSD is engaging in regressive bargaining and refusing to show any movement or attempt to bargain in good faith. **TTA will respond in the next bargaining session.**

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

While TUSD agreed to much of our language proposals in the leaves article, they couldn't help themselves when arguing a point regarding teachers being able to keep second jobs when on an unpaid leave. TUSD's chief negotiator asked why they should support teachers keeping that second job when they that second job could be as a prostitute (yes, this is the example used by TUSD at the table). The example was BEYOND INSULTING, and TOTALLY INAPPROPRIATE! Meanwhile, we have scheduled our 16th negotiations session in which TTA will work to reach final agreement on the leaves language—hopefully without the inappropriate and insulting “what ifs” and examples.

As for the discipline article, it is frustrating to have repeated discussions about the deleterious effects of rejecting entire proposals under the guise of ‘negotiating,’ and the damage it creates to the negotiations process. Yet they continue to engage in concessionary and even regressive bargaining tactics. They remain confident that we will reach a tentative agreement and ratification before Thanksgiving. While TTA can also hold that hope, there is still much work to be done before a tentative agreement can be reached and rolled out to our members.

With that said, the School Board meets again **October 12**. The team invites all members to help us keep the pressure on by showing up- especially as **we continue to work under an expired contract**. If you can't attend the October meeting, email the school board and let them know how you feel, and how these issues affect your work and your family. Remember, it is your right to contact the school board members at any time, without approval by or a ‘heads up’ for your site administrator.

Negotiations resume **Thursday, October 22**.

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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 at today's session included William Arguello (Director of HR-Classified), Chris Diaz (Executive Director of Fiscal Services), Dr. Ben Egan (Secondary Senior Director), Sorah Han (Yukon Elementary Principal), Elyse Imperial (HR Analyst), Dr. Sue Key (Madrona MS Principal), Dr. Alice Lee (Elementary Senior Director), Jenna Murata (WHS Principal), and Nicole Walls (Human Resource Specialist, classified, sitting in as administrative assistant). The District was joined today by Deanna Sinfield (Assistant Superintendent, Student Services) to advise them on matters regarding Special Education.