

TTA Negotiations Update

September 22, 2026

Bargaining Session #14

Negotiations Update Session #14 Tuesday, September 22, 2026

The TTA Negotiations Team met with the District for the **14th session** of this successor negotiations campaign on Tuesday, September 22nd.

COMMUNICATION & COLLABORATION

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

The District countered with language regarding adjunct duty exemptions.

Article XI. Assignments, Reassignments and Transfers.

TTA agreed to language regarding support for teachers assigned K-1 combination classes. While the language is minimal, it is a step in the right direction as we continue to lobby for abolishing or properly supporting K-1 combo classes.

Article XII. Special Education.

TTA countered with language regarding the disproportionate distribution of SpEd students in general ed classes, caseloads, and IEP services.

Article XIV. Leaves.

TUSD countered with language regarding unpaid, paid leaves, and rights thereof. There was significant discussion on medical vs. voluntary leave, when a year of leave begins, and short term (illness) leave, defining protocols for reporting absences to Frontline after 6:30 a.m., and no-tell days. TTA is attempting to codify current practice, by allowing unit members to use sick days, due to (for example) a sick child at home. The District is suggesting that unit members apply for leave under the Family Medical Leave Act instead. *Additionally, the District rejected TTA's proposal to grant unit members who work under the 185 day calendar an* eleventh day of leave, citing costs. TTA's rationale is that unit members work and are paid over 11 months, so the team **made an official request** for a cost analysis on the number of unit members who took an 11th day. TUSD responded with a number that unrealistically includes the cost of every unit member using and 11th day of leave annually. TTA does not believe this to be cost prohibitive, but the District, citing

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that it costs money, is refusing to budge. *This is a lengthy article which took up most of the session. TTA is working on a counter proposal for the next bargaining session.*

Article XVIII. Intermediate Discipline (E-L).

TTA countered with language regarding the role of discipline in the evaluation process, and the belief that all suspensions should be subject to arbitration. This counterproposal completes TTA's third round of proposals for the entire article. **TUSD countered** with language on sections A-D in this article, but the proposals were not discussed at the table.

CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP

While today's conversations provided significant clarity for both teams, the tone in the room today was that of confusion, and at times frustration. At times, the District showed little regard for current practice and displayed limited knowledge of current contract language and how it is interpreted. TUSD's myopic view of working conditions is a continued roadblock to quickly reaching a tentative agreement. The District is still including proposals that strip current rights from the contract. After today's dialogue, they will hopefully show movement in our future sessions. At the beginning of the day, they were firm in their belief that we could TA and ratify this agreement before the next school board meeting on October 12th, but by the end of the day, they realized that would not be the case. Our Negotiations Team believes that the earliest we will have a ratification vote would be in November. We currently have scheduled to negotiate on October 9th and October 22nd.

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 administrator.

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). The District was joined today by Deann Sinfield (Assistant Superintendent, Student Services) to advise them on matters regarding SpEd.