

Bargaining Update #3

The LTA Bargaining Team and the District met for the third time on Monday, December 9, 2024. The District provided counters on three proposals, which were presented by LTA last week. The LTA Bargaining Team provided the District with counter proposals for seven articles. Our next meeting is scheduled for January 10, 2025.

District Counter Summaries:

- Article XIV Class Size

The District cleaned up the TK class size and staffing ratios to coincide with current practices. The District rejected our proposed language to account for students who have an IEP and mainstream for specific subjects to count toward the overall teacher roster. The District rejected our proposed language to equitably distribute English Language Learners and Students with Disabilities to ensure balanced classes.

- Article XVI Safety & Health

The District rejected language regarding implementation of an online work order form. The District agreed to adding meeting dates for the Safety Task Force. The District proposed removing language regarding the CPR training sessions (16.9). The District rejected proposed language regarding heat illness prevention. The District agreed to specify dates for the Health Risk Committee meetings. The District agreed to moving Article 4.2 and Article 4.3 to this article. The District rejected proposed language regarding the revised workplace violence prevention program guidelines.

- Article XXI Early Retirement/Reduced Services Program

The District agreed to proposed language which would allow a spouse/domestic partner health benefits during the retiree's eligibility period. The District proposed to remove the Reduced Services Option (21.2) language from the contract.

-The District needs more time to counter Article X Hours of Employment.

The counter proposals that were presented by LTA today are:

- Article I Recognition
- Article III Association Rights
- Article IV Rights and Duties of Unit Members
- Article V Summer School, Credit Recovery, Saturday School, and Intersession Assignments
- Article VII Grievance Procedure
- Article XII Transfers
- Article XV Leave Provisions

In regard to Article XI Special Education, we have mutually agreed to pause negotiations pending clarification, from the Special Education Director, regarding the direction of the Special Education program - including but not limited to full inclusion. Both parties recognize that it is utterly challenging to continue to have discussions and/or propose language without having a clear and coherent vision for our Special Education program.

We are looking forward to working collaboratively to achieve a Collective Bargaining Agreement that will benefit all unit members, students, and the community. Thank you for your ongoing support! We ask that you continue to wear red on Thursdays.
Are you putting the U in Union?

Stronger Together,

The Bargaining Team

Myrna Vergara - Bargaining Cochair

Jorge Bravo - Bargaining Cochair

Jackie McLauchlan - Elementary School Teacher

Joy Richardson - Middle School Counselor

Kimberly Kirkley - Elementary School Teacher

Maelanie Galima - High School Teacher

Michele Smith - Speech/Language Pathologist

Richard Mejia - High School Teacher

Angel Maldonado - CTA Staff