

Bargaining Update #2

The LTA Bargaining Team and the District met for the second time on Wednesday, December 4, 2024. The District provided counters on eight proposals, which LTA presented in October. The LTA Bargaining Team provided the District with proposals for another four articles, making it a total of twelve proposals so far. Our next meeting is scheduled for Monday, December 9th.

District Counter Summaries:

- Article I Recognition

The District revised the list of employee classifications who are not included as certificated employees/unit members.

- Article III Association Rights

The District rejected our proposed language on association release time; rejected full time paid release time for Association President; rejected LTA Vice President release time to work on committee duties. The District made agreements on changing the date from October 30 to September 30 to provide the Association with membership information (3.9 and 3.10).

- Article IV Rights and Duties of Unit Members

The District agreed to move language from 4.2 and 4.3 to Safety and Health (Article XVI). The District also agreed to our proposed language allowing the Association to have exclusive rights to determine which suspensions without pay proceed to arbitration.

- Article V Summer School

The District agreed to change the time from 8 weeks to 12 weeks to announce summer school assignments. The District did not agree with our proposed timeline for summer school assignment notification. The District proposed to eliminate 5.5.10 (paid PD meeting time during summer school) claiming this isn't happening. The District agreed to extend the number of days, from five to ten, to apply for credit recovery once announced via email. The District rejected our proposed hour increase for Saturday School compensation; rejected specific preparation time for Summer School, Extended School Year and Intersession; rejected our proposed class sizes for Summer School, Credit Recovery, Saturday School, and Intersession Assignments.

- Article VII Grievance Procedure

The District agreed to include Designee as the title in Procedure (7.3.2). The District rejected our proposed language to include Association release time to investigate grievances.

- Article XI Special Education

The District rejected our proposed language for: Adult Transition class size, adult transition and secondary students not being combined at school sites, class size overage compensation, RSP Itinerant caseload, and average caseload language for SLP's working with school-aged population students. The district agreed to SLP preschool language caseload. The District rejected our proposed language regarding the role of Admin/Admin Designee at IEP meetings. The District agreed to our proposed language for Assignment (11.9), ensuring that the SPED Department assigns teachers under the supervision of HR. The District agreed to our proposed

language regarding information (dates/location) for the Districtwide Committee and Handbook Committee meetings. The District rejected our proposed language regarding designated workspaces for Service Providers.

- Article XII Transfers

The District agreed to notify unit members of their transfer request status via email. The District agreed to remove 12.4.6.f (voluntary transfers only within the first 30 days of each semester). The District rejected our proposed language for when a unit member should be notified of changes in tentative assignments. The District agreed to our language regarding compensation for unit members when moving time happens outside of working hours or workdays. The District agreed to our proposed language regarding moving items heavier than 25 lbs.

- Article XV Leave Provisions

The District rejected our proposed language increasing the number of days unit members should have for personal illness, injury, and mental health leave. The District agreed to add “domestic partner” to Bereavement Leave, but rejected adding “beloved pet” to the section.

The additional four article proposals that were presented by LTA yesterday are:

- Article X Hours of Employment and Working Conditions
- Article XIV Class Size
- Article XVI Safety and Health
- Article XXI Early Retirement/Reduced Services 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