

Bargaining Update #4

The LTA Bargaining Team and the District met for the fourth time on Friday, January 10 2025. The District provided counters on five proposals. The LTA Bargaining Team provided the District with counter proposals for three articles. Our next meeting is scheduled for January 24, 2025.

District counter summaries:

Article III Association Rights

- The District wants the association to pay 100% of LTA President's release time.
- The District rejected our proposal for the LTA Vice President's release time.

Article V Summer School, Credit Recovery, Saturday School, and Intersession Assignments

- The District agreed to notify members 4 weeks in advance for summer school assignments.
- The District rejected class sizes for summer school, credit recovery, and intersession.

Article X Hours of Employment

- The District countered back with language that would increase the teacher's work day by 30 minutes without compensation.
- The District rejected our proposal of going back to the 182 day calendar and eliminating the 3 additional PD days.
- The District proposed all Speech/Language Pathologists and Psychologists to work the 185 day calendar, 8 hours a day, at the lowest current payscale.
- The District agreed to compensate SLPs and Psychologists for additional work days, such as Extended School Year.
- The District rejected our proposal of having the first week of being minimum days.
- The District proposed language that clarifies parent conference week as a full workday with preparation time when not having conferences.
- The District proposed language for members that miss staff meetings to submit an hour of leave and be responsible for missed information.
- The District proposed language for members to make up Back to School and Open House if they miss those events. The proposed language would require members to "schedule an alternative meeting" with parents.
- The District rejected our language for combining the second elementary recess with lunch.
- The District proposed language regarding a possible digital platform for staff to sign in/sign out.
- The District proposed to eliminate gate key access to grade level chairs, department chairs, and school leads.
- The District proposed to change lesson plan requirements from weekly to daily.
- The District also proposed language to include substitute plan requirements.
- The District proposed to eliminate the Grade as One Committee and the Curriculum Committee.
- The District proposed language changing updates to gradebooks from monthly to weekly.

- The District rejected our proposal for members to be compensated for chaperoning field trips beyond the work day as well as compensation for unit members that work beyond the workday due to any emergency situation such as lockdowns.

Article XII Transfers

- Pending clarification on how tentative assignments are notified when assignments change over the summer.

Article XV Leave Provisions

- The District rejected our proposal to increase the amount of sick leave.
- The District also rejected adding beloved pets to bereavement leave.
- We are working together to clarify Catastrophic Leave language.

The counter proposals that were presented by LTA are:

- Article XIV Class Size
- Article XVI Safety & 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