



Bargaining Update #6

The LTA Bargaining Team and the District met for the sixth time on Thursday, February 27, 2025. The District provided counters on four proposals. The LTA Bargaining Team provided the District with counter proposals for four articles and introduced Article VIII Salary and Article IX Health and Welfare Benefits. Our next meeting is scheduled for March 26, 2025.

LUSD Counter Proposals

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

The district rejected class size numbers for Summer School, Credit Recovery and Intersession assignments that take place in person. They claim that Credit Recovery classes take a while to balance and Summer School is balanced in a timely manner. The District wants to ensure all students who need courses are given the opportunity to take those classes. Our concern is having extremely large class sizes where the quality of instruction is a disservice and the safety of the classroom is compromised.

Article XII Transfers

We have reached a Tentative Agreement on this article. Changes include notification of transfers, at least 14 calendar days prior to the beginning of every school year, and via telephone, e-mail, and mail.

Article XIII Unit Member Evaluation

The District rejected removing the immediate supervisor as the sole possible evaluator. The District rationale was to allow teachers to request another evaluator. The District rejected providing a list of administrators who have received training stating that all administrators are trained for evaluations during the summer break. The District also rejected letting members know the identity of their evaluators within 30 days of the start of the school year. The District rejected our proposal of formal evaluations (one) and reverted to original language. The District agreed to members providing a lesson plan two days prior to the formal observations instead of one week. The District provided us a copy of the LUSD Evaluation criteria, which had been missing in the CBA. We had discussions regarding evaluation forms/tools and admin training for teachers in various positions.

Article XV Leave Provisions

The District rejected our proposal increasing personal illness, injury, and mental health leave to 12 days per academic year stating CalSTRS will penalize them for additional days. However, CalSTRS has clarified that "the employer will not be penalized and that the District will only have to pay for unused sick time upon retirement." The District rejected bereavement loss for pets. The District added revised language reflecting mutual agreement on how to extend fully paid sick days using Catastrophic Leave.

LTA Counter Proposals

Article X Hours of Employment and Working Conditions

LTA proposed language reducing work days for all members to 182 days per school year, eliminating the additional three (3) days that were designated for "PD." The reduction of work

days was introduced without a reduction in salary. LTA proposed language for our Speech Language Pathologists and School Psychologists to be compensated for Extended School Year (ESY) at the per diem rate. LTA proposed language to reduce ECE work hours to seven (7) hours. LTA proposed to remove the language regarding the three (3) days of professional development under LCAP funding. LTA proposed to remove the Adjunct Duties section (10.3). LTA proposed language regarding combining lunch and pm recess for elementary schools, pending mutual agreement between site admin and grade level chairs. LTA rejected the District's proposed language regarding substitute plans. LTA proposed language to allow unit members the right to assign grades to students who are enrolled at least fifteen (15) school days period to the end of a quarter. LTA proposed language regarding meeting dates for the Grade-as-One Committee and the Curriculum Development Committee. LTA proposed that report cards be mailed at the end of each quarter. LTA proposed language to compensate members who have been board approved to chaperone field trips beyond the workday and in the event members are required to stay beyond the workday due to an emergency situation.

Article XIV Class Size

LTA proposed that students who have IEPs and participate in mainstream classes be included in overall the class size count. LTA also proposed a 350:1 student to counselor ratio, starting with the 2025-2026 school year.

Article XVI Safety and Health

LTA continues to propose the District implement a districtwide online form for members to submit work orders which provides an opportunity for members to monitor the progress of their work order. We also clarified that the message the District sent regarding work orders was misleading as it insinuated that the membership was asking for an additional system. LTA also continues to propose heat illness prevention language, in line with CA law, to protect our students and members from the inadequacy of our school buildings, the heat-island nature of our sites, and how they interact with the challenges of the global climate crisis.

Article XXI Early Retirement / Reduced Services Program

LTA rejected the District's proposal to remove the Reduced Services Option (21.2) and reverted to original language. This section is important as it allows our members to reduce their workload from full time to half time in accordance with the Willie Brown Act.

Article VIII Salary and Salary Schedule Rules and Regulation

LTA proposed for members to be paid on a monthly basis, moving from 11 month pay to 12 month pay. LTA also proposed for all years of service to be accepted. LTA proposed for reclassification to take place twice in the school year instead of once. LTA proposed that the perfect attendance incentive be changed from semester to quarter, mirroring other bargaining unit agreements. LTA introduced a billing stipend for members upon passing the biliterate exam. LTA proposed language for unit members to be compensated for every hour in which they are appointed as "admin designee." LTA also proposed for members to be compensated for activities that extend beyond their regular schedule such as athletic seasons.

LTA proposed to restructure the following salary schedules:

- All salary schedules have been proposed at 182 work days.
- Teachers/Counselors: the proposed scale begins with \$60,996 (Group 1 / Step 1) and maxes out at \$129,837 (Group 6 / Step 20). New proposal condenses from two pay scales to one pay scale. Proposed column 5, the last column without a Doctorate, is the only column that will require a Master's Degree.
- Early Childhood Education: the proposed scale has been restructured from 22 steps to 9 steps, with an increase of 2k to the original steps. The proposed scale will begin with \$52,298 (Step 1) and max out at \$60,600 (Step 9).
- Speech and Language Pathologist: the proposed scale has been reduced to one column, starting with \$102,635 (Step 1) and max out at \$156,694 (Step 20).
- School Psychologist: the proposed scale has been reduced to two columns, one for members without a doctorate and one for members with a doctorate. The proposed scale will begin with \$122,133 (Step 1) and max out at \$139,881 (Step 5). The proposed scale with a doctorate degree will begin with \$124,633 (Step 1) and max out at \$142,381 (Step 5).

LTA proposed adjustments and additions to the existing Honorarium Pay (Appendix F).

Article IX Health and Welfare Benefits

LTA has proposed 100% coverage for 1 Party, 95% coverage for 2 Party, and 90% coverage for 3+ Party. LTA also proposed the District compensate unit members who choose to opt out of District benefits with \$750 monthly.

Lynwood teachers, students and parents **CAN'T WAIT** for fully staffed schools, improved educator pay and stability for our schools and community. We are looking forward to members engaging with LTA's We Can't Wait campaign to achieve a Contract that will benefit all unit members, students, and the community. In March, check in with your site rep on how you can sign on and show your support for our demands, because **WE CAN'T WAIT!**

Are you ready to put the **U** in **U**nion?

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