



A Joint Communique from the LaBUFA and LBUSD Bargaining Teams

Negotiation Session: March 14, 2024

Participants:

Alexandra Holtz	Brett Bond	Bjorn Avila
Chad Mabery	Christine Wagner	Jason Allemann
Joe Vidal	Julie Hatchel	Michael Conlon
Michael Keller	Sara Hopper	Scott Wittkop
Brian Eldridge CTA Representative	Emily Gonzalez, Facilitator	

Summary:

The District and the Association are committed to Interest-Based Bargaining (IBB). These techniques have proven to be beneficial in opening lines of communication, sharing information, and building trust. This process includes sharing the background and perspectives, mutual interests, and exploring a wide variety of options leading to a consensus based decision making process. Both sides believe the IBB process has improved the relationship and produces a better collective bargaining agreement. The teams met for day one of negotiations beginning with a review of the Interest Based Bargaining process that we have jointly adopted as our negotiations model. This year, each team was able to re-open two articles as we enter the third year of our multi-year salary and benefit agreement with all LaBUFA members receiving a 5% raise for the 2024-25 school year. Any increase in health benefits will be passed along to unit members per the agreement.

Article 6: Grievance

The teams discussed the story, interests, and options related to this article. Common interests were resolution, efficiency, capacity, use of time, creativity, learning, and minimizing disruption.

Article 7: Hours

7.1.2: The teams agreed to add the coordinator position to professional work week sentence to state the position works 40 hours per week onsite to match current practice.

7.4: The teams reviewed the interest to add clarifying language in section 7.4 around the usage of the flexible prep periods.

7.7.2: The teams reviewed the current PLC contract language with common interests being clarity, consistency, focus on student learning, reinvigoration, and flexibility.

Article 17: School Calendar

17.1.3: The teams reviewed the current structure of the 7 non-student days. Common interests include equity, professional development opportunities, time, and financial considerations. The process related to the Calendar Committee was also discussed.

We will come back together for day two of negotiations on March 21. Management and LaBUFA appreciate their collaborative relationship. Feel free to reach out to any of the negotiation team members if you have any questions about the process.

