



A Joint Communique from the LaBUFA and LBUSD Bargaining Teams

Negotiation Session: October 18, 2024

Participants:

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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 produced a better collective bargaining agreement. The teams met for day six of negotiations and came to an agreement on the following topics:

Article 6: Grievance

The teams agreed to language changes linking the grievance form to the contract and added a deadline to formal resolution, level three.

Article 7: Hours

The teams agreed upon contract language related to a forty-hour onsite workweek for school counselors and student support specialists in the 2024-25 school year. Impacted unit members will have the choice to work a forty-hour onsite workweek or remain on the thirty-five-hour onsite work schedule. The teams reviewed potential contract language that would describe the intent of 7.4.6 that was added during last year's negotiation session but the teams could not come to an agreement to add the language to the contract. The teams also discussed options related to special education teachers' workload and the structure of their workday. LaBUFA decided to potentially revisit the topic in the next negotiation cycle.

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.