



## **A Joint Communique from the LaBUFA and LBUSD Bargaining Teams**

**Negotiation Session: February 27, 2025**

### **Participants:**

Alexandra Holtz	Brett Bond	Chad Mabery
Christine Wagner	Elizabeth Harris	Jason Allemann
Julie Hatchel	Kim Johnson	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 produced a better collective bargaining agreement. The teams met for day one of negotiations and discussed the following topics:

#### **Article 8: Class Size**

The teams discussed the high school master schedule and looked at data related to class size by period with the intent of ensuring balanced class sizes.

#### **Article 12: Leaves**

The teams discussed options related to bereavement leave, hourly increment absences for non-classroom unit members, and sick leave accrual.

#### **Article 17: Calendar**

The teams explored timelines and reasonable approaches to recommending student calendars in future years related to the placement of the mid-year non-student secondary grading day. A sub-committee was created to review elementary reporting periods.

#### **Appendix A: Salary Schedule**

The teams created a sub-committee to review salary schedules. Total compensation will be discussed after the second interim budget report is Board approved on March 13.

#### **Article: Management Rights**

The teams brainstormed options for adding clarity around management rights.

Management and LaBUFA appreciate their collaborative relationship and look forward to reconvening for our next session on March 11. Feel free to reach out to any of the negotiation team members if you have any questions about the process.