



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

**Negotiation Session: March 11, 2025**

### **Participants:**

|                                   |                             |                |
|-----------------------------------|-----------------------------|----------------|
| Alexandra Holtz                   | Brett Bond                  | Chad Mabery    |
| Christine Wagner                  | Elizabeth Harris            | Jason Allemann |
| Joe Vidal                         | 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 two 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. The teams agreed to work at the site level to address master schedule concerns.

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

The teams discussed options related to bereavement leave and hourly increment absences for non-classroom unit members. They have mutual agreement with interests and options related to these two topics.

#### **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 April 29. Feel free to reach out to any of the negotiation team members if you have any questions about the process.

