



This document will provide ongoing updates for the 2024 SLCUSD & SLCTA Collective Bargaining. The District and SLCTA are engaged in a successor collective bargaining agreement (CBA) for the term July 2025-June 2028.

The articles sunshined by SLCUSD/SLCTA for collective bargaining are as follows:

- Article VI: Hours of Work
- Article VII: Evaluation Procedures
- Article IX: Leaves
- Article X: Class Size
- Article XI: Transfer Procedures
- Article XIII: Safety Conditions
- Article XIV: Salary Schedules and Rules

The current CBA set to expire in June 2025 can be found [HERE](#).

The dates currently scheduled for bargaining are ~~2/6/25~~, ~~3/4/25~~, ~~4/2/25~~, and 4/15.

April 2, 2025 Update

The SLCUSD and SLCTA bargaining teams met for their third session of the 2025 collective bargaining process. During this meeting, the teams reviewed proposals from the February 6 and March 4, 2025 sessions and made notable progress on key issues that are important to both SLCTA members and SLCUSD as a whole. Key areas tentatively agreed upon during this session included Co-Teaching, Safety Conditions, Hours of Work, and updates to statutory leave language.

SLCUSD's Board of Education and the District's Bargaining Team presented a counteroffer to SLCTA's initial salary proposal. While there remains a gap between the initial proposal and counteroffer, both sides share a mutual understanding of the significant challenges posed by the current budget deficit, staff reductions, ongoing uncertainties surrounding state and federal education funding, the loss of PG&E unitary tax/SB1090 funding, and the unfunded Universal Transitional Kindergarten program. Despite these challenges, both teams remain committed to working collaboratively toward mutually beneficial agreements where possible.



The District and SLCTA are engaged in a successor collective bargaining agreement (CBA) for the term July 2025-June 2028.

The articles sunshined by SLCUSD/SLCTA for collective bargaining are as follows:

- Article VI: Hours of Work
- Article VII: Evaluation Procedures
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The dates currently scheduled for bargaining are ~~2/6/25, 3/4/25~~, 4/2/25, and 4/15.

March 4, 2025 Update

The SLCUSD and SLCTA bargaining teams convened for the second session of the 2025 collective bargaining process. During this meeting, the teams reviewed the proposals from the February 6, 2025 session and made significant progress on several key issues important to both SLCTA members and SLCUSD as a broader organization. Notably, the teams reached an agreement on language that improves the extra duty structure (stipends) and potential compensation structures that recognize the increasing complexity of the work of our Special Education and Dual Language Immersion staff.

SLCUSD's Board of Education and the District's Bargaining Team are currently reviewing SLCTA's compensation proposal, which, in total, would cost approximately \$8.5 million annually. While many of SLCTA's compensation requests would be reasonable in a typical year, the current budget deficit, anticipated staff reductions, ongoing uncertainty surrounding state and federal education funding, loss of PG&E unitary tax/SB1090 funding, and an unfunded Universal Transitional Kindergarten program present substantial challenges. Nevertheless, we remain committed to working collaboratively with the SLCTA bargaining team to reach mutually beneficial agreements where possible.

2025 SLCUSD & SLCTA Collective Bargaining Update

The District and SLCTA began the 2025 Collective Bargaining process. The District and SLCTA met for the first time on February 6, 2025 and are currently negotiating a successor collective bargaining agreement (CBA).

The teams are currently negotiating a new collective bargaining agreement (CBA). The articles under discussion are:

- Article VI: Hours of Work
- Article VII: Evaluation Procedures
- Article IX: Leaves
- Article X: Class Size
- Article XI: Transfer Procedures
- Article XIII: Safety Conditions
- Article XIV: Salary Schedules and Rules

The current CBA, which expires in June 2025, can be found [HERE](#).

Scheduled bargaining sessions are as follows:

- ~~2/6/25~~
- 3/4/25
- 4/2/25
- 4/15/25

February 6, 2025 Update

The two bargaining teams had a productive day, we thoroughly reviewed proposed language and worked to understand the intent of several proposals. A significant portion of the afternoon was dedicated to discussing Article VI: Hours of Work. Although no tentative agreements were reached on day one, there were numerous instances where both teams expressed a shared interest in a number of topics and willingness to collaboratively develop language in order to reach agreement on these key issues.

SLCTA proposed opening two additional articles for bargaining: Article III, Association Rights, and Article IV, Grievance Procedures. The parties agreed to include these two non-monetary articles in this round of negotiations.