



A Joint Communique from the LaBUFA and LBUSD Bargaining Teams

Negotiation Session: April 29, 2025

Participants:

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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 three of negotiations and discussed the following topics:

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 18: Salary Schedule

The teams discussed the potential total compensation available for the 2025-26 school year.

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 May 20. Feel free to reach out to any of the negotiation team members if you have any questions about the process.

