



A Joint Communique from the LaBUFA and LBUSD Bargaining Teams

Negotiation Session: May 20, 2025

Participants:

Alexandra Holtz	Brett Bond	Jeff Dixon
Elizabeth Harris	Jason Allemann	Joe Vidal
Julie Hatchel	Kim Johnson	Michael Conlon
Michael Keller	Sara Hopper	Scott Wittkop
Brian Eldridge, CTA Rep.	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 four of negotiations and discussed the following topics:

Article 12: Leaves

The teams discussed tabling the option of additional “use it or lose it” PN days at this time.

Article 18: Salary Schedule

The teams discussed the potential total compensation available for the 2025-26 school year and reviewed several options.

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