



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

**Negotiation Session: March 26, 2026**

### **Participants:**

Brett Bond	Cama Stevens	Elizabeth Harris
Jason Allemann	Joe Vidal	Jon Pearl
Manoj Roychowdhury	Michelle Foster	Mike Conlon
Sara Hopper	Scott Wittkop	
Frank Oppedisano, CTA Rep.	Emily Gonzalez, Facilitator	

### **Summary:**

The District and the Association are committed to Interest-Based Bargaining (IBB). These techniques have proven beneficial for opening lines of communication, sharing information, and building trust. This process includes sharing background and perspectives, identifying 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 18: Salary Schedule:**

The teams discussed the story, interest, and options related to the summer school rate of pay.

### **Article 19: Fringe Benefits:**

The teams discussed the story, interest, and options related to health benefits

### **Artificial Intelligence:**

Manoj shared the Ed Code regarding the requirement for a certificated teacher to provide direct instruction to students.

The lion's share of the day was spent discussing health and welfare benefits and related costs, including the employee and the district's shared interest in providing high-quality plans for employees and their families. The teams look forward to reconvening negotiations on day three on April 22, 2026.