



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

**Negotiation Session: April 16, 2026**

### **Participants:**

|   |                    |               |
|---|--------------------|---------------|
| Brian Carlson                                     | Bundy Kinder       | Julie Hatchel |
| Krissy Landgraf                                   | Manoj Roychowdhury | Mike Conlon   |
| Nikki Romano                                      | Oscar Morones      | Ryan Zajda    |
| Shari Kowalke                                     | Thasa Zuziak       |               |
| Emma Lopez, Senior Labor Relations Representative |                    |               |
| Emily Gonzales, Facilitator                       |                    |               |

### **Summary:**

The teams met for day three of negotiations. The teams spent time having conversations on the following articles:

#### **Article 3 Association Rights:**

CSEA expressed an interest in alignment of the Association Rights article with the LaBUFA Association Rights article. The teams also discussed concerns about the growth of AI use in school districts and its potential impact on classified staff.

#### **Article 8 Absences/Leave:**

The teams reviewed Senate Bill 848: Reproductive Loss Leave and brainstormed additional options for adding language to the Leaves Article on this topic.

#### **Article 12 Pay and Allowances:**

Manoj Roychowdhury presented salary comparisons between LBUSD and comparable districts. In addition, the teams discussed the idea of creating a committee to review the professional growth.

#### **Article 24 Health Benefits:**

The teams reviewed additional interests related to health benefits.

Throughout the negotiation process, the teams work collaboratively utilizing the Interest-Based Bargaining process. Our next negotiation session is scheduled for May 13, 2026. Feel free to reach out to any of the negotiation team members if you have any questions.

