



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

**Negotiation Session: April 22, 2026**

### **Participants:**

Brett Bond	Cama Stevens	Chad Mabery
Elizabeth Harris	Jason Allemann	Joe Vidal
Jon Pearl	Manoj Roychowdhury	Michelle Foster
Mike Conlon	Sara Hopper	Scott Wittkop
Frank Oppedisano, CTA Rep.	Emily Gonzales, 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 three of negotiations and discussed the following topics:

### **Article 1 Recognition:**

The teams discussed the story, interest, and options related to aligning the list to accurately reflect the current unit positions.

### **Article 7 Hours:**

The teams discussed the story, interest, and options for weekly elementary preparation minutes during modified weeks or days.

### **Article 12 Leaves:**

The teams discussed the story, interest, and options for using PN on District professional development days and for reproductive loss leave.

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

The teams discussed the story, interest, and options for rates, plan design, and the cap structure for employee/employer contributions.

### **Appendix A Certificated Salary Schedule:**

The teams discussed the story, interest, and options for doctorate, 2nd masters, and National Board Certification stipends.

**Appendix C Academic Stipends:**

The teams discussed the story, interest, and options for updating stipend descriptions and potential modifications to stipend amounts.

The teams look forward to reconvening negotiations on day four on May 15, 2026.