A Joint Communiqué from the CSEA and LBUSD Bargaining Teams

Negotiation Session: November 19, 2026

Participants:

Brian Carlson	Bundy Kinder	Jennifer Moss
Krissy Landgraf	Mike Conlon	Mike Rush
Oscar Morones	Ryan Zajda	Shari Kowalke
Thasa Zuziak	Tom Turner	

Porter James Hughes, Labor Relations Representative
Emily Gonzales, Facilitator

Summary:

The teams met for day one of negotiations. The teams spent the morning reviewing the principles of Interest-Based Bargaining and then spent time conducting an initial conversation on the following articles:

Article 3: The teams discussed CSEA's interest in mirroring the language in LaBUFA's contract related to having a seat on the dais.

Article 4: The teams drafted new language to clarify the configuration of CSEA's negotiation team members.

Article 6: The teams reviewed the option to waive the testing component for new hires if they have a Bachelor's degree or above. We agreed to discuss this topic during the reclassification process.

Article 8: The teams reviewed the bereavement contract language to compare against new changes to state law with the passing of SB 1149. The management team will be drafting sample language on the new paid pregnancy leave taking effect Janaury 1, 2027.

Article 9: CSEA proposed revising the section related to shift differnetial.

Article 16: The teams discussed the idea of only allowing probationary employees to utilize vacation days only as they are accrued.

Appendix E: The teams discussed the impact on retirement for 12-month employees related to their work year.

Throughout the negotiation process, the teams worked collaboratively utilizing the Interest-Based Bargaining process. Our next negotiation session is scheduled for January 12, 2027. Feel free to reach out to any of the negotiation team members if you have any questions.

