



# Negotiations Update

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At the direction of the TTA Bargaining Team, the Torrance Teachers Association Board of Directors and the Torrance Unified School District have reached a **tentative agreement** (TA). This TA is the result of much hard work by both sides of the bargaining table and will be subject to ratification by our bargaining unit members. The TTA Bargaining Team (*Gloria Matoba, chairperson; Michael Ellena; Holly Evans; Julie Shankle; and Mario Di Leva*) brought the potential agreement to the TTA Board for consideration at the TTA Board of Directors meeting on Thursday, May 5th. The TTA Board reached consensus on the recommendation of the team to accept the agreement and send it out with a recommendation for approval to the entire membership.

A ratification vote will be conducted by TTA Building Representatives on Tuesday and Wednesday, May 17 and May 18 at each school site, along with the annual election of TTA Officers. Each bargaining unit member will receive a ballot with the choice to *ratify* or *reject* the agreement. **Keep this document as a ballot guide and Please Vote!**

The items of negotiated change are Calendar, Elementary School Conference Days, PLC Language, and Personal Use Days, and are described below. If you have questions about particular details of the agreement please e-mail your TTA Board of Directors member or call the TTA Office (310) 320-8200. A summary of the agreement follows: Changes in language to the TUSD/TTA Collective Bargaining Agreement (contract) are reflected in **bold**:

## TTA/TUSD Tentative Agreement Details

### CALENDAR (Work year)/SALARIES (All Schedules) ~

A proposed change in the work year from 185 days to 180 days for 2010-11 and 2011-12 ONLY (175 instructional days/180 work days) with new start day and end day to the 2011-12 calendar. The work year would start Tuesday Sept.6, 2011 with students starting on Thursday the 8<sup>th</sup>, and would end June 15, 2012 with students ending on the 14<sup>th</sup> (see attached 2011-12 school year calendar).

This 5 day reduction (same as this year) would also be in effect for unit members working a positive work year beyond the school year calendar reducing their positive work year (and salary) by 5 days (same as this year). As with this year, the 5 less days reduce the number of work days that would normally be a paid part of the work year, subsequently reducing one's salary by 5 days of pay (same as this year). A new salary schedule will be adopted for each sub-group in our membership. There will be no lost STRS service credit for these years (i.e. 180 days = 1 yr. service credit) and no freezing or halting normal step and column movement.

### ELEMENTARY SCHOOL PARENT/TEACHER CONFERENCE DAYS ~

#### Current Schedule:

Elementary Parent/Teacher conferences, End of first trimester: 5 days-December 13-17, end of second trimester: 5 days-March 21-25

#### New Schedule:

**Elementary Parent/Teacher conferences, as part of the tentative agreement of the calendar will be scheduled as follows: End of first trimester: 10 days-December 5-16; end of second trimester: 3 days-March 19-21.**

## HOURS OF EMPLOYMENT AND ADJUNCT DUTY ~

Changes in language to *Article VI* of the TUSD/TTA Collective Bargaining Agreement (contract) are reflected in **bold**:

### A. Elementary Teachers (K-5) Hours

4. Collaboration models (PLC) shall be built as not to add any minutes to the school or workday.
  - a. **Using the Site-Based Decision making model, optional school site activities may occur one time a month during collaboration model (PLC) days and include the following:**
    - **Parent Conferences**
    - **Retention/Promotion Conferences**
    - **Lesson planning in conjunction with explicit PLC goals**
    - **STAR testing training and discussion**
    - **Reading and discussing educational articles**
    - **Tier I Student Success Team meeting (Rtl)**
    - **ITDP writing and revisiting**
    - **SOLOM**

**The following are examples that may not be used as optional activities during collaboration model (PLC) days:**

- **Leaving campus without administrative approval**
- **Personal calls, appointments or errands**
- **Individual lesson planning or grading**
- **Classroom preparation, cleaning, bulletin boards, etc.**
- **IEP meetings**
- **Making copies, laminating, die-cut punching, etc.**

### B. Middle School Teachers (6-8) Hours

4. Collaboration models (PLC) shall be built as not to add any minutes to the school or workday.
  - a. **Using the Site-Based Decision making model, optional school site activities may occur one time a month during collaboration model (PLC) days and include the following:**
    - **Parent Conferences**
    - **Retention/Promotion Conferences**
    - **Lesson planning in conjunction with explicit PLC goals**
    - **STAR testing training and discussion**
    - **Reading and discussing educational articles**
    - **Tier I Student Success Team meeting (Rtl)**
    - **ITDP writing and revisiting**
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- **Personal calls, appointments or errands**
- **Individual lesson planning or grading**
- **Classroom preparation, cleaning, bulletin boards, etc.**
- **IEP meetings**
- **Making copies, laminating, die-cut punching, etc.**

Changes in language to *Article XIV Leaves* of the TUSD/TTA Collective Bargaining Agreement (contract) are reflected in **bold**, discarded language in ~~strikeout~~:

PERSONAL BUSINESS PROPOSED LANGUAGE CHANGE ~

g. personal ~~business~~-**use (no tell)** leave may be used according to the following criteria:

- 1) up to a maximum of three ~~(3)~~ **(6)** days per year, with no reason given, may be utilized for personal ~~business use~~ **use (no tell)**;
- 2) ~~unit members who request approval for personal business leave must do so at least three (3) workdays in advance;~~ **unit members must notify the principal (2) workdays in advance prior to using personal use (no tell) leave.**
- 3) unit members shall not use personal ~~business~~ **use (no tell)** leave to “withhold service from the District”; and
- 4) no request for personal ~~business~~ **use (no tell)** leave shall be granted during the first or last week of school, on days of Back-to-School and Open House meetings, staff development days, **STAR testing days, Final exam days, or days one is assigned to administer the CAHSEE exam**, nor any extension of days preceding or following a legal or local holiday.

DURATION/ZIPPER (Article XXVII) ~

- This agreement would be in effect from July 1, 2011 through June 30, 2012

Rationale ~

Thank you for your patience through this extremely difficult process. In light of the reality of the California state budget and subsequent TUSD budget projections for 2012-13, the TTA Board of Directors believes this to be a fair and reasonable settlement -- and recommends a vote to *ratify*.

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