

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, April 1st. 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, April 20 and April 21 at each school site. Each bargaining unit member will receive a ballot with the choice to *ratify* or *reject* the agreement. Please vote!

If you have questions about particular details of the agreement please call the TTA Office (310) 320-8200. A summary of the agreement follows:

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 2010-11 calendar. The work year would start Tuesday Sept.7, 2010 with students starting on the 8th, and would end June 17, 2011 with students ending on the 16th (see attached 2010-11 school year calendar on reverse side).

This 5 day reduction 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. These 5 days reduce the number of work days that would normally be a paid part of the work year, subsequently reducing ones salary by 5 days of pay. 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). If new funds were to become available, this item could be renegotiated for the 2011-12 school year.

HOURS OF EMPLOYMENT AND ADJUNCT DUTY~

TUSD and TTA agree to develop a joint committee in 2010-11 to identify and evaluate adjunct duties district wide to make recommendations/accommodations where needed to reduce the amount of "extra" duty encumbered by site staff and adopt into contract language any changes going forward.

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

A. Elementary Teachers (K-5) Hours

Collaboration models (PLC) shall be built as not to add any minutes to the school or workday.

Grades will not be required before 4PM on the fourth work day after the end of the grading period as established in the school year calendar, except the end of year grades which will not be required before the start of the instructional day four days from the last work-day of the school year calendar.

**** 2010-11 trimester ends are as follows: December 1, 2010 and March 9, 2011**

(over)

B. Middle School Teachers (6-8) Hours

Collaboration models (PLC) shall be built as not to add any minutes to the school or workday.

5. Grades will not be required before 4PM on the fourth work day after the end of the grading period as established in the school year calendar, except the end of year grades which will not be required before noon on the last work-day of the school year calendar.

C. High School Teachers (9-12) Hours

Collaboration models (PLC) shall be built as not to add any minutes to the school or workday.

5. Grades will not be required before 4PM on the fourth work day after the end of the grading period as established in the school year calendar, except the end of year grades which will not be required before noon on the last work-day of the school year calendar.

L. Faculty Meetings

The District shall act in a reasonable manner in requiring unit members to attend meetings outside the regular workday. Faculty meetings shall not exceed 60 minutes in length **and not occur more than two times a month** except in cases of emergency. Every effort will be made to develop staff meeting schedules through a collaborative process that considers the educational and instructional needs of students and those of the school and unit members.

DURATION/ZIPPER (Article XXVII) ~

This agreement would be in effect from July 1, 2009 through June 30, 2012
Automatic reopeners for negotiation of calendar for the 2011-12 school year.

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 2010-12, the TTA Board of Directors believes this to be a fair and reasonable settlement -- and recommends a vote to *ratify*.

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Negotiations Update

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