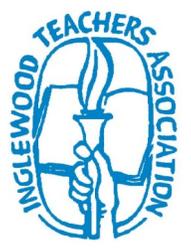




ITA



BARGAINING MATTERS

#ITASTRONG

May 2021

COLLECTIVE BARGAINING AGREEMENT (CBA)

BARGAINING UPDATE

May 12, 2021

Greetings ITA Members,

Your ITA Bargaining Team has met with the district's bargaining team for a pre-meeting to discuss negotiations of the Collective Bargaining Agreement (CBA), which expires June 30, 2021. Thank you to members who took the time to complete the CBA survey. Your responses have been extremely helpful in determining which specific Articles areas ITA needs to address. We also thank members who responded to the stipend request. This will also help during bargaining.

The Following Were Addressed At The Meeting:

Introduction Of New and Continuing Bargaining Members

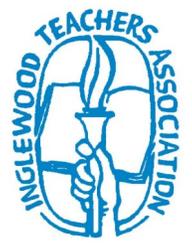
- ITA thanks Ngozika Anyanwu and Steve Rowe for their work on behalf of members and we look forward to working with them in different capacities.
- **District Office Team:** Hedieh Khajavi, Dr. Bernadette Lucas, Tiffany Egan, Dr. Dawnyell Goolsby, Brent Tilley, Dr. Saba Araya, Steve Andelson (District Attorney)
- **ITA Team:** Lisa Denmon-Mays, Tara Booth, Christina Clements, MissMary Vaughn, Hyunsoo (Susan) An, Gilberto Lopez, Lena Atutoa, Aba Ngissah, Andrew Staiano (CTA Staff)

Interest-Based Bargaining (IBB)

- ITA Leadership and the district have agreed to IBB, rather than adversarial bargain. Both teams will be going through IBB training in the upcoming months. What is **Interest-Based Bargaining** (IBB)? IBB is a collaborative approach to resolving labor and management disputes. Through the process, parties proactively identify durable solutions to outcomes at the **bargaining** table. Agreements are **based** on mutual and individual **interests** rather than positions. This approach increases the chance of establishing a good relationship with the other party and achieving outcomes that are mutually beneficial.
- Dr. Erika Torres stopped by briefly to welcome the new and returning teams and expressed her excitement that both teams were moving to IBB. Aba Ngissah shared that ITA's Executive Board voted unanimously to move to IBB. Hedieh Khajavi expressed her pleasure that it will allow both teams to focus on the issues and arrive at resolutions.
- Both teams will be in training both during and after the school day.



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ITA and District Proposals

- Both ITA and District shared their proposals.
- [ITA & IUSD INITIAL PROPOSALS](#) (Click or press ctrl + click)
- The initial proposals must be posted on the IUSD board agenda. They will be on the May board agenda.
- Andrew Staiano and Steve Andelson both shared their history of contract negotiations in IUSD.

Salaries and Benefits

- Both teams discussed salaries and benefits. Hedieh Khajavi introduced the district's desire to "fix" the salary scale and discuss salaries and benefits. Raphael Guzman, the District's CBO shared the need for both teams to explore salary schedules (incentives, raises, benefits, etc.). ITA's team shared the importance of competitive salaries and benefits.
- Both the District and ITA teams agreed that the Health Benefits Committee does not make decisions, but rather makes recommendations to the bargaining teams.
- Stipends were discussed. Both ITA and the District will share each team's list of duties that require stipends.

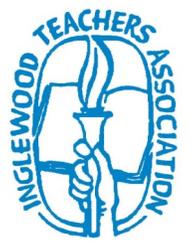
ESSER Funds Presentation

- The district's Chief Business Officer(CBO), Raphael Guzman, gave a presentation on the ESSER Funds, the amount the district is receiving and the restrictions on the funds. He will meet with teams to answer any questions regarding the funds.
- The district will be receiving ESSER II Funds, ESSER III Funds, Expanded Learning Opportunity Grant (ELO), and the In Person Instruction Grant (IPIG).

Sincerely,
ITA Bargaining Team



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May 2021

COLLECTIVE BARGAINING AGREEMENT (CBA)

BARGAINING UPDATE

May 12, 2021

UPCOMING NEGOTIATION DATES:

Thursday, May 13 (9:00 am to 11:30 am)

Tuesday, May 25 (9:00 am to 2:00 pm)

We will continue to provide updates after ITA Bargaining Team meets with District Bargaining Team.

ITA Bargaining Team

Tara Booth, Lisa Denmon-Mays, Christina Clements, Gilberto Lopez,
Hyunsoo (Susan) An, Lena Atutoa, Aba Ngissah, Andrew Staiano (CTA Staff)