



INTEREST BASED BARGAINING TRAINING
Inglewood Unified School District and Inglewood Teachers Association
July 13, 2023
8:00 am - 5:00 pm

Subject: Interest-Based Bargaining Training and Approach

Dear Inglewood Unified School District Certificated and Management Employees,

We hope this letter finds you well. We are writing to provide you with an update on the recent Interest-Based Bargaining (IBB) training session that took place on Thursday, July 13, 2023, from 8:00 am to 5:00 pm. This training involved bargaining members from the Inglewood Teachers Association (ITA) and our CTA Staff Person, and bargaining members from Inglewood Unified Management and our attorney, to prepare for the upcoming bargaining sessions.

Both groups recognize the value and benefits of the interest-based bargaining approach, and we unanimously agreed to continue using this format, which we had adopted last year after negotiations became contentious. Interest-based bargaining, also known as integrative bargaining or win-win bargaining, focuses on identifying and satisfying the underlying interests and needs of all parties involved. The primary objective is to find mutually beneficial solutions that surpass simple compromise. By employing this approach, we aim to foster a constructive and collaborative environment that leads to mutually beneficial outcomes.

The traditional approach to bargaining was often characterized by a competitive mindset, treating negotiations as a game where the goal was to "beat the other team." However, we believe that our profession is not a game, and that is one of the many reasons why we have embraced Interest-Based Bargaining. In IBB, all parties work together as a team to develop the best collective bargaining agreement possible. It prioritizes open communication, trust-building, and a focus on shared interests and needs.

As part of our commitment to transparency and joint communication, we will keep you informed of significant developments and updates throughout the bargaining process. By ensuring clear and open lines of communication, we hope to foster an atmosphere of collaboration and inclusivity.



We extend a warm welcome to both our returning and new bargaining members. Your participation and input are invaluable as we work towards reaching agreements that reflect the best interests of our entire school community.

If you have any questions or require further information, please do not hesitate to reach out to us. Thank you for your ongoing dedication and commitment to the Inglewood Unified School District.

Bargaining Members (In alphabetical order):

Hyunsoo Susan An- ITA
Steve Andelson - IUSD Management Attorney
Gail Bunch - ITA
Emanuel Carreno - ITA
Brain Coffey - IUSD Management
Lisa Denmon Mays - ITA
Garry Gregory - IUSD Management
Gilberto Lopez - ITA
Bernadette Lucas - IUSD Management
Aba Ngissah - ITA
Sarah Robinson - CTA Staff Person for ITA
Rocio Sanchez - ITA
MissMary Vaughn - ITA
Marguerite Williams - IUSD Management

Bargaining sessions are scheduled to begin on Thursday, September 21, 2023 from 8:00 am - 4:00 pm.

Sincerely,
IUSD Interest-Based Bargaining Team