



Peter Ishaya
Peter.Ishaya@ucop.edu
Sent Via E-mail
February 6, 2026

Dear Peter,

In accordance with Article 40 (“Duration”) of the current collective bargaining agreement (“CBA or Agreement”), the following proposals represent a preliminary list of those articles in the Geffen Academy side letter to the Unit 18 Memorandum of Understanding (“MOU”) which the Bargaining Team will propose to change, modify, or amend. We on the Union Bargaining Team maintain the ability to modify, amend, substitute or withdraw any or all of these proposals depending on the course of bargaining.

Article Number	Changes Requested
Article 7a - Pre-six appointments	Clarify language, and make changes where necessary
Article 7b - Process for Initial Continuing Appointment	Clarify language, and make changes where necessary
Article 7c - Continuing Appointments	Clarify language, and make changes where necessary
Article 8 - Instructional Support	Clarify language, and make changes where necessary
Article 12 - Leaves	Make changes, reorganize, and incorporate updates to ensure members at GA have access to the same leaves as other bargaining units of UC-AFT
Article 21 - Compensation	Make changes and refine language
Article 22 - Merit increases	Clarify language, and make changes where necessary
Article 23 - Summer Program	Make changes and reorganize language in

	new articles
Article 24 - Instructional Workload	Clarify existing language, and make changes, to provide transparency and equity
Article 30 - Discipline and Dismissal	Make changes, and ensure members at GA have access to the same leaves as other bargaining units of UC-AFT
Article 31 - Performance Evaluation	Make changes and clarify relevant language in new articles
Article 37 - Waiver	Make changes and reorganize language to provide clarity
Article 40 - Duration	Make changes and reorganize language as relevant

Additionally, we will be proposing wholly new or revised appendices as part of our proposal.

During this bargaining process we aim to negotiate a contract that provides:

- Compensation that takes into account inflation and the high cost-of-living in the Los Angeles region .
- Certainty and equity over workload assignments, workload, and extra-curricular assignments.
- Additional transparency and stability around IWC assignments.
- Clarity and guidance over the processes and scope of the reviews performed as part of the Evaluation Process
- Access to leaves equivalent to those available to other members of our bargaining units
- Transparency and clarity regarding access to procedures in the Unit 18 Memorandum around Discipline and Dismissal

Finally, during the length of this contract new opportunities have arisen for both the school and Educators. We aim to address these in our forthcoming proposals as well.

This notice is being provided to fulfill the public notice (“Sunshine”) requirements under HEERA and California Government Code § 3595, and will be scheduled for presentation and public comment at

<https://UCOP.zoom.us/j/96601711951?from=addon> (Meeting ID: 966 0171 1951) on February 10, 2026 from 3:30PM to 5:00PM PST. No formal negotiations shall commence until this process is completed in accordance with HEERA and California Government Code §3595.

Additionally, UC-AFT reserves the right to submit additional proposals or possibly to propose to open additional articles of the contract as negotiations progress.

Please do not hesitate to contact me should you need further information.

Sincerely,

John Branstetter
Vice President for Unit 18, UC-AFT
Universities Council, American Federation of Teachers

Geffen Academy at UCLA Unit 18 Bargaining Team

Bargaining Team Principals

John Branstetter
Megan McEwen
Zeke Trautenberg

Bargaining Team Members

Jake Cassman
Jill Mayorga
Emma Oeland
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