

UTLA BARGAINING



October 31, 2007

District's contract proposals: Same old ideas

UTLA began "reopener" contract talks with LAUSD this month on salary and two additional contract articles. UTLA is demanding a 9% pay raise and changes to the contract that will improve school safety and working conditions.

As part of the process, LAUSD presented its initial proposals, which revive many of the same ideas that UTLA firmly rejected last year.

Last year: Make buy-back days mandatory

This year: Make buy-back days mandatory

Once again, the District wants to make the three voluntary buy-back days mandatory and add them to the regular teacher work year. UTLA's position is that the District should focus its efforts first on making these buy-back days relevant and worthwhile before worrying about making them mandatory.

Last year: Take away UTLA members' right to approve bell schedule

This year: Take away UTLA members' right to approve bell schedule

The District wants to eliminate the current contractual right for teachers to approve alternative bell schedules (block, 4x4, etc.) by a majority vote. While UTLA supports the creation of new instructional reform models, we are opposed to any change that further reduces the faculty's role in decision making.

Last year: 0% opening raise offer

This year: 0% opening raise offer

The District's initial proposal does not include ANY percentage for a raise and, like last year, no money has yet been budgeted for a salary increase. *UTLA will once again fight for a fair raise that makes LAUSD pay more competitive in L.A. County.*

Last year: Mandatory assignment of NBC teachers

This year: Force NBCs to earn stipend at Program Improvement schools

Once again, the District is targeting National Board Certified teachers and their professional freedoms. LAUSD wants to force NBCTs to earn their 92-hour additional duties' stipend by teaching professional development in program improvement schools, with the content determined by the District.

New bad idea: Take away right to elect deans?

The District wants to "explore modifications" to the process for selecting deans. In other words, they want to figure out a way to take this important right away from teachers and put it in the hands of the principal. We believe deans should be accountable to teachers, not administrators.