



November 2008

Unions United for HealthCare

The month of November continues with site based meetings with all unions participating. We are in a struggle to maintain our coverage together! See the web-site for future actions and activities.

Fax the Facts: Help the negotiation team highlight district waste and upside down priorities. Gather data from your site about these mixed up spending priorities. Fax them to District offices and UTLA. See the web-site and ask your chapter chair for more information.

Negotiations Update: UTLA and LAUSD have filed for impasse and are in mediation. Talks continue but are very slow. **UTLA is very firm on not accepting any furlough days! This is nothing but a pay cut in disguise and will not be accepted!** Please check the UTLA Website for truthful contract updates.

October 28th Picketing: A big "thank you" to all Chapter chairs and members who made our action a huge success. When we show strength at our sites we give power to our negotiation team.

Buy Back Days: PERB has upheld our complaint! We are fighting back to hold on to our choice of participating in state funded buy-back-days that are to be used for Professional Development.

Class Size K-3: The many calls I have received from all over the district indicate large numbers of misinterpretation of the class size regulations. LAUSD receives money from the state to implement K-3 Class Size Reduction. The Education code spells out the rules to be followed: *The average is determined per class and explicitly restricts (maintains) the class size during math and language arts instruction.* Please refer to the November United Teacher Newspaper in the Elementary section for more details.

Next scheduled Elementary Committee* meeting

January 14, 2009

UTLA Building
Room 815
4:15 pm

Bring questions and concerns

*every UTLA member is welcomed to attend

Coordinated Health and Benefits Committee: took the following actions that reduced the initial projected cost of \$975 million to \$943 million. **Dental-** cost savings were achieved by changing from Delta Dental and United Concordia to Metropolitan. Western Dental is an add on. **Medical-** cost savings were achieved by replacing Pacific Care with Health Net. 100% of the hospitals that participated in Pacific Care participate in Health Net. 99% of the doctors that participated in Pacific Care also participate in Health Net. **Prescription Drugs-** cost savings were achieved by replacing MEDCO with Caremark/CVS as pharmacy manager for the Blue Cross Plan. **Life Insurance-** cost savings were achieved by replacing ING (for the life insurance) with Metropolitan Life. For all of these changes **the carriers were changed but the level of benefits and level of services remain unchanged.**

Stull Evaluation Process: Article X (Evaluation and Discipline) is very explicit with regards to the purpose, frequency and who is the evaluator. Section 4.0 outlines the establishment of objectives and states that the objectives are to be mutually agreed upon. For more information attend the next Stull training on November 13th at UTLA from 4 to 7pm or November 20th in the valley at Panarama H.S. from 4 to 6pm.

Left Overs

Daily Flushing Requirements for Non-Refrigerated Drinking Fountains: The office of Environmental Health and Safety (Yi Hwa Kim, Interim Director) issued REF-3930.1 on May 9th, 2008 which stated purpose is “to provide guidelines for reducing lead in drinking water by requiring daily flushing of non-refrigerated water fixtures. Our members are being directed to participate and be responsible for flushing pipes. UTLA are asking members not to flush out pipes and not to fill out daily logs... please do not sign anything! There are very serious legal concerns. See the web site for more details and please fax all written directives to me at (213)251-9891.

Buy-Back Days Update: *The district continues the assault upon our membership. They have decided that the following expenditures are more important than offering our members paid professional development days:*

- Coaching Program 7.3
- Day to day Sub 5.0
- Professional Development—Office of Instruction 5.5
- Learning Teams Contract 3.6
- Indirect Support 1.3
- Flexibility Transfer to Special Ed 4.1

Total Expenditures **\$27.0 MILLION**

Child Abuse: Please familiarize with the District’s Child Abuse Reporting Bulletin, “Bulletin No. Z-10” and California Law which states that there is an obligation of reporting if... “has knowledge of or observes a child whom the employee knows or reasonably suspects has been the victim of child abuse or neglect... **shall** report the known or suspected instance of child abuse to a child protective agency immediately, or soon as practically possible by telephone.(Penal Code Section 11166).

Third Interim Financial Report: This includes the budget projection for 2007-08, 2008-09 and 2009-10. The district will end 2007-08 with a positive balance; the general fund regular program balance is projected to be \$518.5 million. The district has proposed furlough days, the elimination of buy back days, elimination of the TIIG Urban Classroom Teacher program and potential RIF’s of counselors all of which are cuts to our pay and our members. There is also a plan to increase class size in the out years (2009-10 and 2010-11). We will be fighting back!

Textbook Adoption: The process of the next textbook adoption will began soon. This year it will be for Language Arts. Please go to the web site or call Rosa Beasley at (213)368-6227 if you would like to participate.

Retirement Information: Most information can be found in the Human Resources website at www.teachinla.com/retirement. Up to 10% retirement bonus payment... contact Mary Davis at (213)241-5213

Or email at mary.davis@lausd.net. For general information contact CalSTRS at www.calstrs.com or call (800)228-5453.

Charter Schools: The UTLA Taskforce on Charter Schools has been reconvened and the first meeting is scheduled on May 14, 2008. The Chair is Julie Washington and assigned staff liaisons are Tom Alfano and Rodger Scott. On May 15, 2008 UTLA will hold the second **Prop.39** chapter chair meeting. The following schools are still scheduled to be co-located:

Negotiations: The district and the union have agreed on a resolution to the implementation of annualization. **Please see the UTLA website for details...** We continue to fight for a safe work and learning environment (Article XXVII), improvements in hours, duties and the work year (Article IX), **a possible salary increase** and maintaining our Health Benefits.

New Chief of Staff: Jim Morris (the current District Two Superintendent) has been named the Chief of Staff. The formal announcement seeking administrators interested in applying for the Local District 2 Superintendent position will be available on the District website. The Local District will work with AALA, UTLA, and community stakeholders to form a committee that will conduct interviews and will forward the names of potential finalists to Superintendent Brewer.

Title I Awards: Forty-two schools in LAUSD are recipients of the 2007-2008 Title I Academic Achievement Award given by the California Department of Education. This award goes to schools that show significant progress toward reaching proficiency on the California academic content standards. The following schools have been identified as such for five consecutive years: Hamlin Street ES, Kester Avenue ES, Lomita Fundamental Center, Nestle Avenue ES, Park Western Place ES and Vintage Street ES. We are so proud of you all! The schools will be honored on Tuesday, April 22, 2008 at the NCLB State Title I Conference at the Hyatt Regency Century Plaza Hotel in Los Angeles.

Innovation Division: Crenshaw HS has voted to join the division, they will partner with the Urban League and the Bradley Foundation. Westchester HS also has voted to join and they will be partnering with Loyola Marymount. Additional schools are expected to vote in February. See the UTLA website for details.

Payroll Issues: It finally looks like the “patch and plug” have started working. The December and January paychecks have had significantly less problems for our members. This progress is directly related to the intense pressure put on the district by our rallies, boycotts, lawsuits, negotiations and our legislative contacts (big thanks to Gloria Romero for holding the town hall meeting). We are very close to an agreement with the district about revamping the system. Some important features are:

Class Size Issues: There have been many complaints throughout the city about class size. The law is very clear the California Education Code Section 52120-52128.5 establishes the “Class Size Reduction Program”. It states “The purpose of the Class Size Reduction Program is to ensure that children in public school in kindergarten and grades 1 to 3, inclusive, receive instruction in classrooms where there are not more than 20 pupils”. It goes on to say that “Nothing in this chapter shall be construed to prohibit the class size from exceeding 20 pupils on any particular day, provided that the average class size for the school year does not exceed 20”. If your site needs assistance in enforcing this code please contact your area representative right away!

Non-Mandated Assessments: All agreements from last year are still in effect! The details of the agreement were published in the September 2006 edition of the United Teacher Newspaper. There are two official Memorandums associated with this agreement. Mem-2554 which outlines the purpose and appropriate use of periodic assessments and Mem-3275.0 which outlines the changes to the periodic assessment schedule in language arts and mathematics. **Assessments are not to be posted with teacher or student identification. They are also, not to be used to evaluate teachers. If this is happening at your site please email, fax or call me.**

Legislation: SB1133 the Quality Education Investment Act provides funds to reduce class size to average of 25 to 1 in grades 4-12 at eligible schools and provide a credentialed counselor for every 300 students in eligible high schools.

SB1209 is new legislation that goes into effect January 2007. Any teacher who holds a professional clear credential (which has to be renewed every five years) will only have to pay the fee to renew. The 150 clock hour requirement to renew has been **eliminated**

Daily Schedules: If your site has been given daily schedules that outline minute by minute instruction please fax then to me immediately. These schedules are not “best practices” and are totally unrealistic.

Minimum Day Schedules: If your site has implemented a new minimum day schedule that excludes recess and/or lunch please contact me. Sites are reporting some very strange schedules that are not contractual.

Interviewers needed: If you are interested in representing UTLA on various LAUSD interviewing panels please call or email me to submit your name. We presently need several members from each local district to serve on panels to interview potential instructional coaches and advisor.