



UTLA reaches tentative agreement with LAUSD on local school stabilization and empowerment

UTLA has reached a tentative agreement with LAUSD that will stabilize schools by stopping the giveaway of sites to charter operators and limiting reconstitution. Here are the major elements of the agreement:

- **Moratorium on school giveaways & limits on reconstitution:** No school—including new and existing Public School Choice (PSC) sites—could be given away to an outside operator for at least three years. The agreement also restricts the destabilizing reconstitution of schools (e.g, dismantling of staff). The agreement recognizes that for school change to work, schools must be stabilized and given the time and space to improve their programs without the threat of takeover.
- **New supports for high-needs schools:** High-needs schools would get targeted in-District support. The District, UTLA, and AALA will develop intervention teams to provide schools with professional development and other school-based assistance, including that provided by displaced teachers, National Board Certificated teachers, and universities.
- **Expansion of local control where desired:** All schools would have greater access to the governance model that best suits their students' needs, as determined by local staff. The cap on the number of Pilot and ESBMM schools would be lifted, and a new governance model (Local Initiative School) would be created. School stakeholders would receive jointly developed training before selecting a model to make informed decisions.
The Local Initiative School model allows sites to waive selected Board policies and selected District/UTLA contract provisions. The subjects of such "automatic waivers" could include instruction, curriculum, assessments and pacing plans, instructional schedules, professional development, hiring of staff (including the principal), teacher assignments, student discipline, and more. *Any waivers would have to be approved by a supermajority vote of the school faculty.* The agreement holds the promise of moving away from top-down District mandates toward the empowerment of local faculty to make key decisions about their educational program.
- **The agreement saves jobs:** A significant number of jobs have been lost over the past two years due to school giveaways. Once a school is given away, it triggers layoffs that can touch any school districtwide and aggravates the LAUSD budget deficit by lowering per-student funds. By preventing the giveaway of schools in 2012, the agreement safeguards 690 jobs at risk this year and it protects a large number of jobs that would be at risk in subsequent years if PSC were to stay in place.

UTLA members will vote on the tentative agreement at school sites in December. The full text of the tentative agreement and more analysis will be posted soon at utla.net.