

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND  
UNITED TEACHERS LOS ANGELES**

**STATEMENT OF JOINT INTEREST**

Due to potential State Funding reduction triggers that will directly threaten the educational programs and the jobs of many District employees, both for the current 2011-12 school year and also for the upcoming 2012-13 school year, and also the critical need for the parties to resolve their long-standing disagreements regarding evaluation procedures and related supports to employees that will assist in improving the quality of the District's educational services, the parties have agreed that they will now turn their negotiations time and attention to those two subject matters and the related impacts upon employees and their schools upon the District:

**The State Budget Crisis Impacts:** With respect to the threatened impacts of the State Budget crisis, it is imperative that the parties do their best to focus upon reaching common understanding as to the scope of state funding reductions and their impacts on the District's general fund budget and priorities; followed by meaningful discussion of all options and potential job-saving initiatives to avert layoffs that may otherwise be required for the District to comply with its legal and fiscal obligations. The parties have now endured two consecutive years of budget-balancing layoff notices, followed by negotiations that have agreed upon other measures to fund crucial education programs, reduce employment costs and enabled the return of many of the laid-off employees-but at a mutually-unacceptable price in terms of turmoil, disruption of proper planning in the schools, and employee insecurity and damage to morale. The parties have a strong mutual interest in coming up with methods of earlier resolution in order to avoid that disruption and turmoil.

**Potential New Revenue Sources:** It is also imperative that all District employees and their representatives continue to turn their attentions outward to concentrate upon potential efforts to replace the curtailed State Budget income with new revenue sources such as improved State tax revenue measures and supplemental revenue measures to prevent the destruction of California public education.

**Teacher Support, Development and Evaluation Matters:** This overall effort to improve the quality of instruction is too important to delay, even with the imperative to address the budget crisis. Recent exploratory discussions between the District and UTLA indicate some possibility of progress on their long-standing joint quest for improvements to the employee evaluation procedures. To begin with, all agree that the current evaluation procedures are in need of improvement.

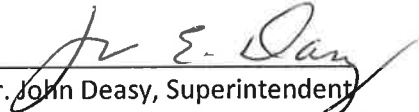
Second, there are areas within the evaluations arena that are not strongly disputed and may form the beginnings of an overall agreement: for example, the use of multiple measures of performance, the use of appropriate input from parents and students, the need for teachers to contribute to the effective operations of the overall school as well as their own classrooms, the need for improved methods of classroom performance observation and assistance, the need for greatly-improved supportive measures to assist teachers to improve instruction. Both parties are exploring the appropriate uses of student achievement results and other student performance data within the overall evaluation process.


Third, the parties agree that there is a need to proceed with potential changes in a deliberative manner, including a reasonable period of “no stakes” introduction and planned development for effectiveness and acceptability among employees.

Fourth, the parties agree that it is important to protect individual employees’ rights to privacy concerning evaluation-related personnel matters.

**Reservation of Rights:** The parties also agree that their progress on voluntary resolution of the evaluation-related issues is unlikely to be assisted at this time by the pending litigation before the Public Employment Relations Board regarding performance evaluation matters, and so have agreed that they will jointly request that PERB’s processing of the case is to be suspended for the time being. In the event that either party decides not to pursue the above-described initiatives, it may, upon ten calendar days written notice, request reactivation of the above-referenced PERB case. In any event, the parties reserve their respective contractual and legal rights regarding any and all of the above matters.

Dated: December 1, 2011

By:   
Dr. John Deasy, Superintendent  
Los Angeles Unified School District

By:   
Warren Fletcher, President  
United Teachers Los Angeles