2019 UTLA Contract
Goals of The Strike

1. Achieve our contract demands, which had been proposed over 20 months of negotiations
2. Make demonstrable progress on political demands outside the contract
3. Build a movement for public education
UNITED, WE ACT NOW

Throughout the last year of bargaining with LAUSD, we have fought to create a better future for our students. Instead, LAUSD refus to bargain in good faith and fail to address the key issues that would give our schools a fighting chance. LAUSD has been rejected improvements with little to no results, including those to address the growing teacher shortage. It is clear this is part of a privatization agenda to starve our schools, rather than invest in them. We must ACT NOW.

Here are some of our key issues:

- **Fair Wages Now**
  - LAUSD's salary proposal is insulting, worsening the teacher shortage.
  - Average teacher turnover has increased 27% since 2008.
  - Sky-high housing costs are making it impossible for educators to live in Los Angeles.

- **Class Size Matters**
  - California ranks 48 out of 50 in the nation for the largest class sizes.
  - LAUSD is ranked among the largest class sizes in the state.

- **Less Testing & More Teaching**
  - 100+ standardized LAUSD tests taken by K-4 students.
  - UTLA is fighting to provide teachers with increased education to determine when and if standardized assessments are given.

- **Fund Our Schools**
  - California is the 5th wealthiest state in the nation, yet ranks 43 out of 50 in per pupil spending.
  - LAUSD refuses to increase per-pupil funding to $10,494 by 2020: LAUSD must prioritize fully fund our schools.

- **Improve School Safety**
  - Student-to-educator ratio in CA: 945.1
  - Student-to-educator ratio in LAUSD: 1,224:1
  - LAUSD refuses to add more school nurses, counselors, social workers, librarians and other staff, neglecting grower educator input on school safety plans.

- **End the Privatization Drain**
  - California is 5th largest economy in the world.
  - Corporations refuse to pay their fair share in taxes.
  - LAUSD sits on over $1.3 billion in unrestricted reserves.

- **Support Community Schools**
  - LAUSD promotes Community Schools and common good proposals, though they would increase access and enrollment in public schools.

- **There Is Money**
  - LAUSD’s salary proposal is insulting, worsening the teacher shortage.

@UTLAUnionized 
#Time4OurStudents

@TogetherForPublicSchools
Core Bargaining Issues

Fair Wages Now

UTLA proposes 6.5% raise

LAUSD proposed 2% raise with a one-time 2% bonus
Salary Victory

6 %

With Retro:
- 3% back to 2017-18
- 3% for 2018-19

Re-opener negotiations January 2020
As an example, if your current salary is $70,000, this is what your salary increase and retro pay would look like. In 2018-19, the total raise is 6.09% due to compounding. The amount of retro for 2018-19 will depend on when the district implements the wage increase.

<table>
<thead>
<tr>
<th></th>
<th>2017-18</th>
<th>2018-19</th>
<th>2/3 of 2018-19</th>
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<tbody>
<tr>
<td>What you got paid</td>
<td>$70,000</td>
<td>$70,000</td>
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<tr>
<td>What you would have</td>
<td>$72,100</td>
<td>$74,263</td>
<td>$49,509</td>
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<td>gotten paid with</td>
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<td>retroactive raise</td>
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<td><strong>RETRO</strong></td>
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California ranks 48 out of 50. LAUSD teachers have among the largest class sizes in the state.

LAUSD refuses to eliminate Section 1.5 of the contract, which allows them to ignore class size caps.

We had 2 Goals:
1. Eliminate Section 1.5 from the contract
2. Close the gap between the 2017-18 forced section 1.5 MOU and the actual class size caps that have been in the contract but have never been enforceable.
This Year, Because of Section 1.5:

• Over 800 classes violate the class size MOU.
• Nearly 600 Secondary Math and English classes with more than 39 students.
• Nearly 150 TK-3 classrooms with more than 27 students.
• Nearly 100 4-6 classrooms with more than 34 students.
• Many more violations of even the compromise MOU
WE WON

• None of this will be the case at the start of the new school year. With Section 1.5 gone, all class sizes will have hard caps, and those hard caps are enforceable.

• Class size caps in the MOU for grades 4-12 will be reduced every year for the next three years until we get to the caps in our contract on Norm Day 2022 – caps that have always been ignored. Those caps become the new line of scrimmage and we will fight from there going forward for further reductions.

• All secondary English and Math classes will be reduced to 39 students effective 2019-20
### REDUCTION IN CLASS SIZE MAXIMUMS

<table>
<thead>
<tr>
<th>School Type</th>
<th>MOU + §1.5</th>
<th>Phase-In + ELIMINATION of 1.5</th>
<th>CBA Total</th>
<th>Reduction</th>
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<td>6-8 PHBAO Academic**</td>
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<td>6-8 PHBAO Non-Acad**</td>
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<td>9-10 PHBAO Academic**</td>
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**NOTES:**

1. Many classes are above even the 2018-19 MOU cap. Those classes will be reduced by whatever number is necessary to get to the cap in the 2019-2020 column.

2. Those classes below the cap will not be increased because of this agreement.

3. In the existing MOU TK-3 never went over the contract cap of 27 with an average of 24. This is related to state funding for class size reduction and the district is prohibited from increasing above the 24 average or they will face a loss of state funding.
ADDITIONAL TARGETED CLASS SIZE REDUCTIONS IN HIGH NEEDS SCHOOLS

• Norm Day 2019-20: 75 elementary and 15 middle schools will be reduced an additional 2 students (total of at least 3)
• Norm Day 2020-21: 75 elementary and 15 middle schools will be reduced by an additional 2 (total of at least 4)
• Norm Day 2021-22: 75 targeted elementary and 15 middle schools will be reduced by an additional 2 (total of at least 6)

CLASS SIZE AVERAGES

• The steady reduction of class size maximums will naturally reduce class size averages.
• Class size averages will be officially reduced to CBA levels (from the 1.5 MOU) in 2022-23.
Special Education: Respect, Reductions, Release Days, Remedies

Respect

• Notification prior to the reassignment of a paraprofessional.
• The right to bargain over any restructuring of instructional delivery service models, which include, but are not limited to, the composition of special ed classes and material/resource training for our members.
• Appropriate workspace for itinerants that will provide students with privacy; and access to materials, equipment, and storage space.
Class Size/Caseload Reductions and Caps

• First-time caps for:
  • Specific Learning Disability (12)
  • Earliest learners: Early Ed, Preschool for all, PCC, ETK, PSC

• Class size and caseload reductions for educators serving:
  • Severely Intellectually Disabled students (reduced up to 4)
  • Visually Impaired students (reduced by 2)
  • Audiologists (reduced by 35)

• For the first time, district must recognize the varied needs of our students with autism
  • Autism has been separated into two programs with distinct caps: General Education (10) and Alternative Curriculum (8)
Release Days

• Two release days a year to complete federally mandated assessments.

Improved remedies and enforcement of class size/caseload

• The district now has 10 days to remedy class size violations – down from 30 days just 5 years ago.

• The district will be required to report to UTLA on special education class size and caseloads
Core Bargaining Issues

Less Testing & More Teaching

100 + Standardized LAUSD Tests taken by TK-6 Students in 2017-18

The district disrespects the experience and knowledge of educators.
50% Reduction in Testing

Task force set up to reach this goal
Fund Our Schools

UTLA is fighting to increase per-pupil funding to $20,000 by 2020.

LAUSD must join us to fully fund our schools.

Core Bargaining Issues
Funding our Schools

Additional funding for nurses, mental health special education and community schools.

Endorsement of Schools and Communities First Initiative ($11 Billion increase in state revenue)
- Mayor Eric Garcetti
- LAUSD
Core Bargaining Issues

School Safety

Student-to-Counselor Ratio in CA
945: 1

Student to Nurse Ration in LAUSD
1,224: 1

LAUSD refuses to add more school nurses, counselors, social workers, librarians and other staff; rejects greater educator input into school safety plans.
Win on Nurses, Librarians and Counselors

A Nurse in every school – at least additional 300 nurses to be hired

• 2019-2020: 150 more nurses
• 2020-2021: A full time nurse in every school 5 days a week (at least another 150)

Teacher Librarians – at least 82 additional Teacher Librarians to be hired:

• 41 more teacher librarians in 2019-2020
• 2020-2021 a full time Teacher Librarian at every secondary campus 5 days a week (at least another 41).

Counselors:

• 17 additional counselors to be hired by October 1, 2019
• Enforceable 500 to 1 secondary counselor ratio at every school site
Psychologists, PSWs, and PSAs:

- Key staff in up to 30 newly funded community schools
- Guaranteed work space
- Workload committee
Core Bargaining Issues

End Privatization

287% Unregulated Private Charter Growth In LA since 2008

Co-location by charter schools is causing havoc on school campuses!
Progress on Privatization

School Board Resolution Calling for Charter School Cap

Co-Location:
• List by Dec 1 and Feb 1
• Elected Co-location Coordinator (UTLA member at each school)
• Removal of bungalows – limiting space for co-location
The Community Schools model is successful across the country.

LAUSD refuses to fund family services, electives and parent engagement essential to the Community Schools model.
Community Schools

June 30, 2019: 20 Community Schools
June 30, 2020: 30 Community Schools

Each with funding for a Community Schools Coordinator.

LSCLC with full control of budget items outside of the School Site Council
More Victories

Workspace for Itinerants

Random Searches: Pilot program at 28 Schools

EEC Work Day: A full 8 hour work day, including a 30 minute duty free lunch

ROC/ROP: 10 hours a paid prep time a month
More Victories (cont.)

Substitutes:
- Increased continuity rate and extended rate for long term special ed assignments
- Expanded protections for late notifications

Adult Ed: Improved longevity, part-time leave, MOU on pay equity and piloted matrix at 4 schools

Ethnic Studies: More resources for teachers and a committee to explore expansion
More Victories (Cont.)

Magnet conversion: Contract language on full membership at a school before magnet conversion

Immigrant legal defense fund: Hotline and legal support for immigrant families

Green Space: City and LAUSD to remove bungalows and replace with much needed green space
More Victories (cont.)

UTLA Rights:
• Expanded CC rights for Subs and Itinerants
• Chapter Chair sign off on budgets and waivers
• Right to speak at District-wide and local district meetings
Building A Movement
Our kids deserve support our teachers
After LA's Strike, “Nothing Will Be the Same”

What changes are needed to truly support and fund public schools?

LA teachers make the case that charter schools are an existential threat to public education

Why thousands of Los Angeles teachers are going on strike

Never Trust a Billionaire’s Antiracism
Next Steps

1. Chapter meetings about the contact
2. Board District 5 – Jackie Goldberg
3. Support the Oakland Strike
4. Pressure Sacramento – Charter Cap, more funding in the May Revise, Schools and Communities First
5. Aggressive implementation of our contract victories