

# Victory for public education!



## Summary of Tentative Agreement/UTLA and LAUSD January 22, 2019

After 6 days on strike along with parents, students and community members across Los Angeles, we have reached a historic agreement that addresses major issues impacting our schools, students and professions. Below is a summary of that agreement, which the UTLA Board of Directors endorses for a yes vote.

**Privatization/Charter Cap:** The Board of Education will vote on a resolution calling on the state to establish a charter school cap and the creation of a Governor’s committee on charter schools at the next BOE meeting.

**School Funding:** UTLA, LAUSD and the Mayor’s office will jointly advocate for increased county and state funding. This includes but is not limited to funding for nurses, special education and community schools. The Mayor will also endorse the Schools and Communities First ballot initiative and will work together with LAUSD and UTLA on advocating for the passage of this initiative.

**Class Size:** An immediate reduction of 7 students in secondary math and English classes. This is along with a complete elimination of Section 1.5, which had previously allowed the district to unilaterally ignore all class size averages and caps. All class size caps are now based on an enforceable MOU. The current MOU, which dates [2017-2018](#), is now enforceable and will continuously be reduced over the next 4 years. Reduction in class sizes by norm day is as follows and additional equity investment will reduce some class sizes throughout all 4 years:

- 2019-2020 – reduction of 1 student per grade level, and an immediate reduction in secondary from an unenforceable 46 to a now enforceable 39 for ELA and Math.
- 2020-2021 – reduction of 1 additional student per grade level (2 aggregate)
- 2021-2022 – reduction of 2 additional students per grade level (4 aggregate)
- Effective by norm day 2022, the district shall comply with the class size averages and maximums in Section 2.0. As demonstrated in the chart below:

School Type	CLASS SIZE MAXIMUMS		
	MOU Max	CBA Max	Reduction
TK3 PHBAO	27	27	
4-6 PHBAO	34	30	4
6-8 PHBAO	37	30	7
9-10 PHBAO	37	30	7
11-12 PHBAO	46	39	7
TK3 Deseg	27	27	
4-6 Deseg	39	36	3
6-8 Deseg*	43	36	7
9-10 Deseg*	43	36	7
11-12 Deseg	46	39	7
TK3 Deseg Magnet	24		
4-6 Deseg Magnet	34	33	1
6-8 Deseg Magnet	37	33	4
9-10 Deseg Magnet	37	33	4
11-12 Deseg Magnet	37	33	4
TK3 PHBAO Magnet	24		
4-6 PHBAO Magnet	31	30	1
6-8 PHBAO Magnet	34	30	4
9-10 PHBAO Magnet	34	30	4
11-12 PHBAO Magnet	34	30	4

**Salary:** A 3% retro salary increase for the 2017-2018 school year and a 3% salary increase retro to July 1<sup>st</sup>, 2018

**A Nurse in Every School:** For the 2019-2020 school year, the district will hire 150 full-time Nurse positions. For the 2020-2021 school year, the district will hire at least 150 full-time Nurse positions, which will provide a full-time Nurse at every school five days a week.

**Community Schools:** By June 30, 2019, the district will designate 20 community schools. By June 30, 2020, the district will designate an additional 10 community schools. These community schools will have additional funding and UTLA positions, including a Community Schools Coordinator position. Local School Leadership Councils at community schools will have full discretion over all budgetary items outside of School Site Council.

**Librarians:** For the 2019-2020 school year, the district will hire 41 full-time Teacher Librarian positions. For the 2020-2021 school year, the district will hire at least 41 Teacher Librarian positions, which will provide a full-time Teacher Librarian at every secondary school campus five days a week.

**Counselors:** The district will hire at least 17 additional full-time Counselors by October 1, 2019, allowing the district to maintain a counseling service ratio of 500-1 per secondary school.

**Special Education:** 2 release days for testing, access to regular caseload reports, improved language on caseload caps, improved rights for SPED teachers

**Early Education Workday:** All Early Educators will have an 8-hour workday inclusive of a 30-minute duty-free lunch

**Co-Location:** By December 1 and February 1 of each year, the district will provide UTLA with a list of all schools threatened by co-location. At each co-located school site, a UTLA co-location coordinator will be elected and empowered to be part of the development of the Shared Use agreement.

**Testing:** Beginning in the 2019-2020 school year, a joint UTLA/LAUSD committee will be created and tasked with identifying all district assessments. The committee will develop a plan to reduce the amount of assessments by **50%**.

**Local School Leadership Councils:** Pilot as part of a community schools program for majority vote control over school site budgets

**“Random” searches:** A pilot program that exempts schools from administering random searches will be extended for up to 28 schools. This will be phased in by the 2021-2022 school year and city services will be provided for student safety during the pilot program.

**Green Space:** A joint Green Space Task Force between LAUSD, UTLA and the City of Los Angeles will be created and be charged with presenting a plan to increase green space including removing bungalows, removing asphalt, creating greener play areas, water retention systems, and Community School Parks by December 2019.

**ROC/ROP Prep Period:** Prep period for ROC/ROP teachers

**Substitute Educators:** Increased continuity rate and extended rate for long-term assignments in special education. Expanded protection for late notifications

**Adult Education:** Improved language on longevity, part-time leaves and replacing tenured teachers. Agreed on MOU around pay equity and piloted matrix at 4 schools

**Workspace for Itinerant Employees:** All itinerants will be provided a reasonable workspace at school sites. An appeal process for itinerants to request alternative space will be provided

**Transfers/Magnet Conversion:** Ensures that UTLA members at a school site will have a vote prior to a magnet conversion

**UTLA Rights:** Chapter chair sign off local school budgets and waivers, expanded chapter chair rights for subs and itinerants, including the right to speak about UTLA issues at district-wide and local district meetings.

**Immigrant Defense Fund:** District will provide a dedicated hotline and attorney for immigrant families and will collaborate with UTLA for further services

**Protection of healthcare for striking adult ed and substitutes**

**Protection for striking substitutes to get continuity rate extended with strike**

See the full TA on UTLA.net for more information. This is a historic victory for educators, students and parents. Class-size reduction, limits on testing, access to nurses, counselors and librarians will change our students' lives forever. We won this victory through our unity, our action and our shared sacrifice.

**VOTE YES!**

