

# OUR CONTRACT AGREEMENT

## What we won & how it builds our future



Our strike and our unity on the picket lines have resulted in tremendous contract and policy victories. The strike made us stronger as a union for future struggles, connected us with parents in ways we have never seen before, and fundamentally shifted the narrative on public education in the US. We have made history together. Here are the key victories:

### What we won

### How it fights privatization & invests in our future

<b>PAY &amp; HEALTHCARE</b>	6% salary increase with no contingencies.	We defeated the district's priority to start cutting healthcare, which LAUSD's Hard Choices report claimed is 44% too generous.
<b>MORE NURSES, COUNSELORS, LIBRARIANS, AND MENTAL HEALTH PROFESSIONALS</b>	<p>A nurse in every school every day.</p> <p>A teacher librarian in every secondary school every day.</p> <p>Contractual guarantee of student-counselor ratios of 500:1 at every secondary school.</p> <p>Psychologists, PSWs, and PSAs will be key staff positions in the new Community Schools (see next page).</p>	<p>Increased staffing gives students the supports they deserve and builds the kind of schools parents want to send their children to.</p> <p>We rejected the plan to hire staff for only one year, which would have allowed the district to downsize a year later.</p>
<b>LOWER CLASS SIZES</b>	<p>Agreement paves the way for the first real class-size reduction program in 25 years by eliminating Section 1.5 and creating enforceable hard caps.</p> <p>Will impact all grade levels and subjects by enforcing adherence to hard caps.</p> <p>More improvements to class size every year starting in 2019-20, including an immediate cap size of 39 in ELA and math secondary classes.</p> <p>Agreement sets the stage for pushing caps even lower.</p>	<p>Besides greatly improving learning conditions, lower class sizes protect space from being given to charters through Prop. 39.</p> <p>Our strike raised public consciousness about the absolute need to do something about California's shameful per-pupil spending, which is the primary driver of high class sizes. Next step: Pass the Schools &amp; Communities First initiative to bring billions to schools.</p>
<b>REDUCING TESTING</b>	Agreement forces transparency and creates plan to identify all district assessments and impact on instructional time, with stated goal of reducing assessments by 50%.	<p>Overtesting wastes instructional time and crowds out arts, music, ethnic studies, and other classes.</p> <p>Securing a provision on testing reinforces that the issue is bargainable and intrinsically tied to teachers' rights as classroom professionals.</p>

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### CHARTER CAP

Board of Education will vote on resolution calling on state to stop charter growth in LAUSD.

Unregulated charter growth drains \$600 million from LAUSD schools every year. Our strike has dramatically shifted the conversation around charters, with elected officials, a larger portion of the public, and even the LA Times now voicing support for charter regulation and against more charter saturation.

### COMMUNITY SCHOOLS

Funding for 30 Community Schools over the next few years, with additional money and UTLA positions, including psychologists, PSWs, and PSAs.

By offering rich curriculum, parent engagement, and wraparound services, Community Schools are the proactive vision for strengthening the public school system.

### SPECIAL EDUCATION

Articulation of district norms on special education caseloads for purposes of enforcement, release time for teachers for testing, requirement for district to provide real data on current caseloads, and other improvements. Gives UTLA the right to bargain over changes to instructional delivery models.

Public schools, because they serve special needs children at higher levels than charters, need to provide increased support for special education. We continue to fight to get the federal government to fully fund special ed mandates.

### MAGNET CONVERSION & GREATER VOICE FOR EDUCATORS

UTLA members must vote before school is converted to magnet. Chapter chairs sign off on local school waivers. Substitute and itinerant employees have increased representation by chapter leaders.

We hit against the privatizers' agenda to deprofessionalize teaching, give us less of a voice on campus, and use the magnetization process to undermine teachers' rights.

### CO-LOCATION

More opportunity to push back on co-location by requiring notification of schools threatened by co-location. More ability to protect space at co-located schools by creating UTLA co-location coordinator position, requiring the coordinator's input in the development of the Shared-Use Agreement, and ensuring coordinator's appointment to School Safety Committee.

Getting advance notice on co-location threats gives the community time to organize against co-location, which many sites have successfully done.

### KEY WORKING CONDITION ISSUES

Eight-hour work day inclusive of a 30-minute duty-free lunch for Early Education teachers.

Work stations at schools that protect student privacy for itinerant health and human services professionals.

10 hours of paid prep time each month for ROC/ROP teachers.

Improving working conditions means respecting the role that all UTLA members play in our educational system and giving them the resources to do their job.

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### STATE FUNDING

Commitments from district, mayor's office, and others to support Schools & Communities First ballot measure, local measures, and state legislation to increase funding for education.

One of the most powerful byproducts of our strike is the overdue attention on our criminally underfunded public education system and the clear community demand to address the problem.

### ETHNIC STUDIES

Ethnic studies resources provided to teachers and committee will explore expanding ethnic studies.

Expanding relevant pedagogy in the most diverse city in the country will connect schools with the community and connect students with our curriculum.

### COMMON GOOD DEMANDS

Plan to increase green space by removing bungalows and asphalt. Pilot program to expand schools exempt from conducting so-called random searches, instead moving to alternative proactive programs to provide school safety support, such as LA City's GRYD program. Immigrant defense support through dedicated hotline and attorney for immigrant families, supported by charitable giving.

Making progress on our common good demands solidifies our connection with parents and community allies and creates schools that are connected with the community.