

**PREVIOUS PROPOSALS:**

4/20/17 – UTLA Initial  
5/4/17 – District Counter  
5/4/17 – UTLA Initial  
5/25/17 – District Counter  
6/20/17 – District Counter  
9/15/17 – District Initial  
10/12/17 – UTLA Counter  
01/12/18 – District Counter

**LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
FEBRUARY 1, 2018**

**ARTICLE IV  
UTLA RIGHTS**

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6.0 Released Time at UTLA Expense: UTLA may request the release of designated employees from their regular duties with no loss of pay for the purpose of attending to UTLA matters, with the expense of the substitute or replacement to be borne by UTLA. Such released time shall be limited to 25 days per year for any individual employee. If the site administrator objects to the release of any particular employee based upon instructional needs, the matter shall be referred to the Office of Labor Relations and UTLA for resolution. When staff are assigned in place of teachers absent on UTLA business, UTLA will reimburse the District at the base rate for substitutes (see Article XIX) or at the average teachers' rate for replacement teachers; such time will be taken in increments of not less than one-half day. UTLA shall reimburse the District for the expense of the substitute as the sum of the following:

1. The base rate of pay for substitutes
2. The prevailing statutory rates applied to the base pay for fringe benefits (Workers' Compensation, State Unemployment Insurance, Medicare and CalSTRS Employer Contribution)
3. Health and medical benefits (Based on the portion of total assigned hours for substitutes that are eligible for benefits based on the prior fiscal year's data)

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8.0 UTLA Chapter Chairpersons: At each work location to which employees are assigned, UTLA shall have the right to designate, pursuant to its own procedures, one employee to serve as the UTLA Chapter Chair (see also Section 8.3). ~~In year-round schools UTLA may also designate one employee to serve as Chapter Chair during the periods of time when the Chapter Chair is off track. To facilitate communication, they shall meet together with the site administrator whenever reasonably possible.~~ At the school sites the UTLA Chapter Chair is the exclusive local representative of the faculty in

matters relating to enforcement and administration of the Agreement between UTLA and the District. The Chapter Chair shall also be the official on-site representative of UTLA in contract enforcement matters and as such shall have the following rights:

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### 8.3 Itinerant Chapter Chairs

~~The District shall recognize one Chapter Chair District-wide for each major employment category which is non-school based (one each for School Psychologists, PSA Counselors, Nurses, Itinerant Special Education personnel, Non-Public School personnel and one for all other miscellaneous classifications combined). Substitutes shall have three Chapter Chairs, one for each of the three (3) calling areas. One Itinerant Chapter Chair (and only that one designated chapter chair) shall, upon giving reasonable notice to the meeting administrator, be permitted to make a three to five minute UTLA announcement at no more than one meeting a month of any department meeting or local district meeting.~~

- a. The District shall recognize up to eight (8) Chapter Chairs District-wide, one for each of the following: School Psychologists, PSA Counselors, Psychiatric Social Workers, Nurses, Speech and Language Pathologists, Occupational & Physical Therapists, Secondary Counselors, Non-Public School personnel and Visual and Performing Arts (VAPA) educators.
- b. The District shall recognize up to three (3) Chapter Chairs for Substitutes.
- c. In each of the Local Districts, the District shall recognize one chapter chair for each for the divisions of Health and Human Services and Special Education.

Activities of these ~~new~~ Chapter Chairs will be limited to non-site matters. Site-based issues will continue to fall under the purview of the school site Chapter Chair. Any released time for these non-school based Chapter Chairs will be in accordance with Article IV, Section 8.1d.

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12.0 Consultation Rights: The District shall, upon request of the President of UTLA, or designee, meet and consult with UTLA regarding the subject matters specified in Government Code Section 3543.2.

12.1 Assessment and Standardized Testing: ~~Also, w~~With regard to the development by the District (Central or Local District) of new or revised student assessment systems, or changes in instruments or frequency of assessment, the District shall during the design and deliberation stages give UTLA written notice of its intentions and plans, the impetus for the change and include UTLA as one of the principal participating stakeholders in such process. ~~In addition~~ Excluding those assessments and standardized tests required by the State or federal law, UTLA may itself initiate consultations with the District regarding such matters on what assessments are used in the classroom, how assessments are used in the classroom and when assessments are used in the classroom.