

UTLA & LAUSD bargaining proposals: Side by side summary

UPDATED: 12/01/17
◆ CHANGES IN THIS SECTION



SALARY

- Increase salaries by 6.5%, effective July 1, 2016
- Create NBCT cohorts at 100 high-need schools, jointly identified by UTLA & LAUSD, and require LAUSD to pay NBC exam fees for participating teachers who take the exam and stay at the school for at least two years.
- Maintain 15% differential for NBC teachers at all schools.

- Provide 2% ongoing, retroactive to July 1, 2017 ◆
- Increase the monthly payback amount for overpaid employees from \$200 per month to \$300 per month
- Require members to automatically enroll in a 457(b) plan

NOTE: LAUSD backed off its demand that NBC teachers be required to work in one of the 100 highest-need schools to qualify for a 15% differential

CLASS SIZE & STAFFING

- Eliminate Section 1.5 from the contract, which allows the district to unilaterally increase class sizes
- Reduce time required to initiate grievance procedures for class size violations by the district
- Reduce the secondary counselor ratio from 500-1 to 400-1
- Require 1 teacher librarian at every secondary school
- Require 1 full-time nurse at every school
- Provide every school with a choice between a district office-funded dean, PSW, or Restorative Justice Advisor, to be determined by the Local School Leadership Council

- Maintain Section 1.5 in the contract

ACADEMIC FREEDOM

- Provide teachers with complete discretion to determine when and/or what standardized assessments are used in their classrooms, beyond those required by the state or federal government
- Provide all teachers with the academic freedom to provide Ethnic Studies & Multicultural Literature instruction
- Require all secondary schools to provide Ethnic Studies & Multicultural Literature instruction no later than the 2018-2019 school year
- Require all elementary schools to provide Ethnic Studies & Multicultural Literature instruction, no later than the 2019-2020 school year
- Create a UTLA-LAUSD Ethnic Studies Task Force to provide ongoing support for Ethnic Studies & Multicultural Literature instruction

- Create UTLA-LAUSD Ethnic Studies Task Force

SHARED DECISION MAKING

- Empower Local School Leadership Councils with complete authority over all school-based funding, professional development, implementation of state and federal programs, and course electives and program options

- Rejected UTLA proposals

ASSIGNMENTS

- Require posting of district-generated seniority list at schools as part of matrix process
- Allow staff majority vote to determine procedures for matrix development at every school
- Implement matrix development process for Adult Education, consistent with K-12 process
- Provide 2 paid release days for teachers subjected to grade/subject assignment change after the beginning of school year
- Local School Leadership Councils shall determine whether schools have a coach, coordinator, or dean
- Require staff vote on the selection of a coach, coordinator, or dean

- Require staff vote on whether schools have a coach position
- Require staff confirmation vote on the administrator selection for a coach position

HOURS, DUTIES, AND WORK YEAR

- Eliminate yard duty, test proctoring, clerical duties, class coverage, and administrative duties for secondary counselors
- Require staff vote to extend faculty, department, grade level, PD or committee meetings beyond one hour
- Provide a preparation period for ROC/ROP/CTE teachers at secondary schools
- Establish a workload/assignment committee for itinerant employees to analyze working conditions and ensure equitable workloads
- Ensure that itinerant employees are provided an appropriate workspace, room key, restroom key, and necessary equipment for each assignment
- Allow itinerant employees to work off-site when appropriate

- Rejected UTLA proposals
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EDUCATOR DEVELOPMENT, SUPPORT, AND EVALUATION

- Eliminate use of Teacher Learning Framework for evaluations, and replace with California Standards for the Teaching Profession

- Extend timeline for formal observation from sixth week of 2nd semester to 8th week of 2nd semester
- Add 4th element to formal observation rating (“Highly Effective Practice”)

TRANSFERS

- Clearly define “norm day” as last instructional day of the fifth week of each school year
- Protect members from administrative transfers for arbitrary, capricious, or discriminatory reasons
- Eliminate administrator discretion in displacement process, with displacements based strictly on seniority
- Allow counselors with a teaching credential to be included in counselor grouping for displacement purposes, as opposed to teacher grouping
- Ensure timely placement of displaced teachers within close geographical proximity of their previous assignment
- Require super majority support by staff vote for any school conversion, including conversion to a magnet school
- Ensure that teachers are not required to reapply for their position as the result of a school conversion

- Maintain administrator right to skip seniority in displacement process
- Ensure timely placement of displaced teachers within close geographical area

PROFESSIONAL DEVELOPMENT

- Provide itinerant employees up to 2 paid release days to obtain/maintain required licensure
- Ensure greater voice for UTLA representatives on PDAC
- Expand common planning time language beyond middle schools

- Rejected UTLA proposals

SPECIAL EDUCATION

- Reduce special education caseload caps
- Limit all SDC classes to 2 consecutive grade levels
- Prevent segregation of special education students from general education program
- Provide paid release time to special education educators to complete federally mandated assessments
- Create a mentor program and financial support for special education educators

- Create a Special Education Task Force

LEAVES AND ABSENCES

- Add language to contract consistent with new law allowing use of up to 12 weeks of accumulated sick leave by all employees for parental leave
- Increase the number of paid days for use upon exhaustion of accumulated sick leave to up to 5 months
- Increase the compensation for paid days beyond accumulated sick days from half pay to the employee’s regular rate of pay, minus the cost of a substitute

- Rejected UTLA proposals

UTLA RIGHTS

- Expand right to representation at school sites beyond disciplinary meetings
- Expand number of recognized chapter chairs for itinerant members
- Expand rights of itinerant chapter chairs to speak with members at district meetings
- Expand chapter chair rights in school conversion and contract waiver processes
- Ensure UTLA appoints all educator representatives on district committees

- Increase reimbursement cost for UTLA to release members

REVENUE

- Approval by the BOE of a resolution supporting and calling for formal advocacy of 20 by 20.

- Refuses to bargain ◆

STUDENT RIGHTS & SUPPORT

- Cease the use of “random” metal detector searches of students or “random” locker searches, and rescind LAUSD Bulletin 5424.2
- Approval by the BOE of a resolution supporting and calling for formal advocacy of fare-free ridership on all MTA buses and trains for LAUSD students
- Public support by the BOE for an end to the disproportionate number of citations, fines, and “stop & frisks” involving black transit riders

- Refuses to bargain ◆

MASTER PLAN

- Expand eligibility for Master Plan salary differentials, including for HHS and substitute members
- Increase Master Plan salary differentials
- Create employee training program to increase the number of members eligible to provide instruction in the Master Plan program

- Updated contractual language to current practice ◆
- Make limited number of itinerant employees eligible for pro-rated differential
- Rejected UTLA-proposed employee training program
- Registration of qualification is employee responsibility
- One-time teacher incentives for district-authorized programs

SUBSTITUTE EMPLOYEES

- Increase the continuity rate
- Provide pay for substitute participation in professional development
- Provide 48 hours of paid annual sick leave, and allow accumulation of paid sick leave up to 72 hours
- Reduce required time for extended pay rate in special education assignments
- Ensure that necessary assignment information is provided to substitutes prior to acceptance
- Ensure substitute compensation for late cancellations that prevent taking another assignment
- A substitute teacher will not be considered late if they arrive no later than 1 hour after accepting an assignment

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ADULT & CAREER EDUCATION

- Improve DACE transparency in providing adult education employee information
- Eliminate “M” Basis contracts
- Improve adult education employee rights to permanent status
- Reduce adult education class sizes
- Creation of a salary table adult education employees

- Change “M” basis contracts to temporary contracts
- Create joint panel to select employees for “advisor” positions, with DACE Executive Director unilaterally determining which schools get an “advisor”

EARLY EDUCATION

- Ensure that chapter chairs are assigned to early shift schedules to allow for attending UTLA meetings
- Move early education teachers with a BA and Elementary or Early Education Credential to the Preparation Salary T Table for salary
- Provide paid release for student teaching to early education teachers pursuing an Elementary or Early Education Credential
- Provide 8-hour workday for early education teachers, inclusive of a 30-minute duty-free lunch
- Create an Early Education Task Force with community members to explore paths for expanding LAUSD early education programs

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STUDENT DISCIPLINE

- Empower Local School Leadership Councils to produce and distribute annual School Climate & Discipline Plans
- Increase administrator support for teachers in addressing student discipline problems
- Create Positive Behavior Support & Restorative Practices Committee to identify and support best practices and model schools for nurturing effective student discipline approaches
- Create intervention team of educators and administrators to provide enhanced support to schools dealing with severe student discipline issues

- Rejected most UTLA proposals

IMMIGRANT FAMILY SUPPORT

- Create a \$1 million Immigrant Family Defense Fund to support the families of students
- Provide training to all employees on district protocols for interaction with ICE
- Develop community partnerships to place immigrant support clinics at schools

- Refuses to bargain

AFFORDABLE HOUSING

- Provide school-based support for students and student families facing eviction or housing emergencies, including staff training collaboration with non-profit organizations
- Identify surplus land owned by the district that can be used to develop affordable housing, with a priority of housing students and their families
- Public support by the BOE for laws and local ordinances that improve tenant rights and support workforce housing

- Refuses to bargain

SCHOOL ACCOUNTABILITY

- Require an Education Impact Report and a Community Impact Report as part of the authorization process for new charter schools and the reauthorization of existing charter schools
- Require district-authorized charter schools to provide annual data on student demographics, dismissals, and expulsions
- Require district-authorized charter schools to provide annual data on available green space and compliance with local, state, and federal safety codes
- Require district-authorized charter schools to provide monthly data on student enrollment
- Expand the formal role of chapter chairs and co-location coordinators in ensuring that co-locations don't diminish the learning and working conditions at schools targeted for co-location
- Ensure timely notification and engagement by the district with school communities facing possible co-location

- Refuses to bargain

GREEN SPACE ON CAMPUS

- Require the district to develop a plan to remove all unused bungalows from our schools, no later than December 31, 2019
- Require the district to develop a plan to provide adequate green space at all schools by December 31, 2019

- Refuses to bargain

COMMUNITY SCHOOLS

- Designate 20 schools in high-need areas for Community Schools transformation
- Allocate \$10 million for the 20 designated high-need schools for each of the 2018-2019 and 2019-2020 school years to facilitate Community Schools transformation
- Analyze Community Schools transformation process for expansion to more schools

- Refuses to bargain