

# UTLA & LAUSD bargaining proposals: Side by side summary

UPDATED: 3/16/18

◆ CHANGES IN THIS SECTION



**UTLA**  
UNITED TEACHERS  
LOS ANGELES



## 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  
DROPPED: LAUSD backed off its demand to require members to automatically enroll in a 457(b) plan and (previously) that NBC teachers 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
- Guarantee a secondary counselor ratio of 500-1 at every school site
- 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

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LAUSD continues to protect Section 1.5 in the contract, which allows the district to ignore class-size protections and create unmanageable class sizes that stifle students' ability to learn and educators' ability to teach

## 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

LAUSD has offered to create a UTLA-LAUSD Ethnic Studies Task Force—an anemic move toward providing relevant pedagogy to students in the most diverse city in the country

## 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

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LAUSD continues to reject UTLA proposals and deny an expanded voice for parents and educators in our schools

## 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

LAUSD continues to reject most of UTLA's proposals, which are about equity and respect for educators and HHS professionals

- Establish a workload/assignment committee for itinerant employees to analyze working conditions and ensure equitable workload

## EDUCATOR DEVELOPMENT, SUPPORT, AND EVALUATION

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

LAUSD continues to cling to Deasy-era Teaching and Learning Framework

- Extend timeline for formal observation from 6th 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

LAUSD continues to maintain administrator right to skip seniority in displacement process, endorsing process by which members may be displaced for arbitrary, capricious, or discriminatory reasons

- 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

- Give schools option of expanded number of banked time days

## 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

LAUSD has yet to put forward any substantive proposals after nine months of bargaining, ignoring that special education teachers and students are in critical need of reduced caseloads and increased support

## 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

LAUSD continues to reject 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.

LAUSD continues to refuse 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

LAUSD continues to refuse to bargain

## MASTER PLAN

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

- Rejected UTLA-proposed employee training program

## 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

LAUSD presented some proposals that make progress in enhancing workplace rights and working conditions for substitute educators but fell well short of UTLA demands

- A substitute teacher will not be considered late if they arrive no later than 1 hour after accepting an assignment

## 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 for 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

LAUSD refuses to guarantee an early shift for early ed chapter chairs, diminishing their ability to be represented at UTLA meetings. Refused proposal to put early ed on the T salary schedule and give them an equitable workday, with lunch break

- Create an Early Education Task Force with community members to explore paths for expanding LAUSD early education programs



## STUDENT DISCIPLINE

- Empower Local School Leadership Councils to produce and distribute annual School Climate & Discipline Plans, which includes roles and responsibilities for all stakeholders in emergency situations
- 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

LAUSD continues to reject 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

LAUSD continues to refuse to bargain

## AFFORDABLE HOUSING

- Provide school-based support for students and student families facing eviction or housing emergencies, including staff training in 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

LAUSD continues to refuse 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

LAUSD continues to refuse to bargain on the impact of charter co-location and the destruction of programs and services that neighborhood schools need to flourish and attract students



## 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

LAUSD continues to refuse to bargain

## COMMUNITY SCHOOLS

- Designate 20 schools in high-need areas for Community Schools transformation
- Allocate \$5 million for the 20 designated high-need schools for the 2018-2019 school year and \$10 million each for 2019-20 and 2020-21
- Analyze Community Schools transformation process for expansion to more schools

LAUSD continues to refuse to bargain

