

Implementing Our Contract Victories



Our strike resulted in significant advancements on virtually all of our contract demands, forcing the district into a massive reallocation of funding toward the needs of our schools. Some of those victories, like the 6% retroactive pay increase with no healthcare cuts, have already been implemented, while others will either be implemented in 2019-2020 or phased in over the next two school years. Some of these victories will require the hiring of more staff, some will require school site administrators to more effectively allocate resources, and others will require both chapter level and district-wide monitoring of progress. What is clear is that it will take all of us, as UTLA leaders, to hold the district accountable for fully implementing our contract.

Chapter Chairs, Chapter Action Teams, and parents will play critical roles in making sure our contract is implemented in every single worksite. Each victory will require a different approach this year. Support will be provided in upcoming area meetings; in new Chapter Chair trainings; by help from staff, officers, and BOD members; and through ongoing reports and an online form for Chapter Chairs that we are developing.

Here is how we will monitor and enforce the contract over the next two years:

Issue	What We Won	Chapter Enforcement	District-Wide Enforcement
Nurses	Nurse in every school, 5 days per week, by 2020-21	Chapter Chair reports number of days per week with a nurse	Ensure 150 hires for 2019-2020 and an additional 150 hires for 2020-2021
Teacher Librarians	Teacher librarian in every secondary school, 5 days a week, by 2020-21	Chapter Chair reports number of days per week with a teacher librarian and ensures compliance with BOE resolution maintaining Library Aide positions	Ensure 41 hires for 2019-2020 and an additional 41 hires for 2020-2021
Counselors	Student-counselor ratio of 500-1 at every secondary school by 2019-2020	Chapter Chair tracks and reports student-counselor ratio at school	Ensure hiring of at least 17 secondary counselors for district to meet student-counselor ratio
Class Size	Enforceable caps and averages through the elimination of Section 1.5 and a yearly reduction in caps, building toward full realization of the class size cap numbers in the full contract by 2021-2022	At Norm Day, Chapter Chair tracks and reports the total number of classes at the school and number of class size cap violations	Ensure greater class size reductions at 75 elementary schools and 15 middle schools, identified by the district as “high need”
Special Education	Class size and caseload reductions, tighter language for enforcing caseload and class size caps, two release days to complete federally mandated assessments for all Special Education teachers, and requirement that LAUSD provide caseload and class size reports	At Norm Day, Chapter Chair tracks and reports the total number of class size and caseload violations	UTLA has the right to bargain any changes to service delivery models, and has started bargaining with LAUSD over the effects of their “increased inclusion” program which is being piloted at 50 schools in 2019-2020

Community Schools	Funding for 20 community schools in 2019-20 and 10 more in 2020-21, with each participating school receiving \$150,000 for the first year and \$250,000 for the second year	For participating schools, ensure appropriate funding is received by the school from the district, ensure the hiring of a community schools coordinator (must be a bargaining unit member), and ensure the existence and appropriate participation of a LSLC	Community Schools Steering Committee and Local Options Oversight Committee to oversee implementation, with UTLA representatives on each body reporting back to UTLA members
Co-Location	Timely notification of schools being targeted for co-location and an increased role for UTLA representation at co-located schools	Ensure Chapter Chair is invited to all “walk throughs” prior to co-location, elect a co-location coordinator, ensure the coordinator participates in the development of a shared use agreement, and ensure coordinator placement on the school safety committee	Ensure LAUSD provides UTLA with lists of potential co-locations, for the following school year, by December 1 and February 1 of each year
Early Childhood Educator Rights	An 8-hour work day for Early Educators, inclusive of a 30-minute duty free lunch	Chapter Chair confirms district compliance by tracking work schedules of all Early Education members at beginning of each school year	Ensure LAUSD is following new contract.
Transfers	A requirement that district policy be followed at schools converting from a traditional program to a magnet school, including a majority approval vote by the staff, and that all teachers assigned to the school be notified at least one year in advance of the conversion	Chapter Chair confirms school compliance with district policy related to magnet conversions	Ensure LAUSD denies magnet conversions for schools in which the process followed is inconsistent with district policy
UTLA Rights	Increased representation for itinerants (more chapter chairs and the right to speak at district or local district meetings) and the right for chapter chairs to sign off that they were able to review the school budget before it’s been submitted to the district.	Itinerant chapter chairs enforce increased representation rights. School-based chapter chairs enforce right to sign off on review of school budgets.	Ensure LAUSD is following new contract.
Itinerant Workspace	A workspace shall be provided for all itinerant educators and HHS professionals to protect student privacy and ensure professional working conditions	Chapter Chair confirms that appropriate space has been allocated for itinerants assigned to school, and facilitates involvement of LSLC if dispute arises over appropriate workspace	Ensure LAUSD provides an appeal process at the local district level to resolve disputes that can’t be resolved through the LSLC

HHS & Special Education Itinerant Caseload/Workload	Creation of a Workload/Caseload Committee for HHS/SPED itinerants to explore methods for improving their working conditions and to achieve more equitable and manageable workloads & caseloads	Chapter-level enforcement will follow development of citywide policy	The Committee is ongoing, will include 5 UTLA appointees and 5 LAUSD appointees, and will meet at least quarterly starting in the Fall of 2019
Green Space	Creation of a Green Space Task Force, with LAUSD, UTLA, and LA City participation, to develop plan for increasing green space on school campuses, including the removal of bungalows	Chapter-level enforcement will follow development of citywide policy	The Task Force will create a plan to increase green space, including the removal of bungalows, by December 1, 2019
Testing	Creation of educator, parent, administrator task force to compile inventory of all district assessments, including their value, cost, and impact on instructional time, and to make recommendations for reducing assessments by 50% at each grade level	Chapter-level enforcement will follow development of citywide policy	Joint Committee of 4 UTLA appointees, 4 LAUSD appointees, and 4 parents to meet 5 times during the 2019-2020 school year, with a goal to make recommendations on reductions by Spring of 2020
Ethnic Studies	Creation of educator and administrator task force to review programs and propose resources for Ethnic Studies, including PD, curriculum, and materials	Chapter-level enforcement will follow development of citywide policy	LAUSD – UTLA Ethnic Studies Task Force to be formed and ongoing, including 4 UTLA appointees, and meet at least twice per year, with a goal of starting by Fall of 2019
Pay Equity	Creation of task force to examine equity issues regarding the salary schedules of Adult Education, Early Education, and ROC/ROP teachers	Chapter-level enforcement will follow development of citywide policy	Pay Equity Task Force to be formed, with 4 UTLA appointees and 4 LAUSD appointees, and make recommendations by October 31, 2019, after meeting at least three times
Immigrant Student Support	LAUSD shall provide at least 1 attorney and necessary support staff to work with local organizations and provide support to immigrant students, families, and employees, create a district hotline for immigration issues, and work with UTLA and LA City to identify additional community resources to support this effort	Chapter-level enforcement will follow development of citywide policy	LAUSD and UTLA will meet regularly to ensure collaboration, identify concerns, and discuss options for expanding support, with LAUSD committed to provide the necessary resources through July 1, 2021

Random Searches	Creation of pilot program for schools to be exempt from the LAUSD random searches program, with 14 schools to participate in 2019-2020 and an additional 14 schools to participate in 2020-2021	Chapter Chairs at schools not participating in this effort in 2019-2020 should work with their LSLC to apply for participation in 2020-2021	BOE passed a motion on June 18, 2019, calling on the superintendent to create an alternative school safety program and end the random searches program by the end of the 2019-2020 school year
Adult Education	Creation of DACE Assignment Task Force to develop a pilot matrix program for implementation at 4 schools in 2019-2020 and to provide recommendations for negotiating new assignment language for 2020-2021	Chapter-level enforcement will follow development of citywide policy	With 5 UTLA appointees and 5 LAUSD appointees, the Task Force met in the Spring of 2019, with the parties agreeing to drop pilot program for 2019-2020 and fully implement city-wide DACE matrix program for 2020-2021
Substitutes	Improved rights for substitute members regarding the continuity rate, extended rate, and procedures for assignment, arrival, cancellation, and participation in professional development	Chapter Chairs will be provided with an informational flyer, outlining contractual rights, to provide to substitute members assigned to their school	Ensure LAUSD is following new contract