



Los Angeles Unified School District

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Los Angeles Unified School District– Revised Offer To UTLA October 30, 2018

Salary	<p>6% on-schedule raise, including 3% retroactive for 2017-18, plus 3% raise for 2018-19 (contingency removed). Proposal includes 12 hours per year of additional professional development activity for unit members.</p> <p>Rule of 87 to apply prospectively only – no existing UTLA unit member to be subject to Rule of 87.</p>
Class Size	<p>Delete Article XVIII, Section 1.5</p> <p>Revise class-size averages/maximums to figures set forth in 8.22.17 Memorandum of Understanding previously entered into between LAUSD and UTLA (the “MOU”).</p> <p>LAUSD/UTLA to form working group to meet and confer on criteria and procedures for deviation from MOU averages and maximums. Until outcome of working group, LAUSD may adjust class size averages/maximums if one or more of the following circumstances exists and District provides notice by March 1 for the upcoming school year: (1) anticipated year-over-year (YOY) increase greater than 2% in health benefits costs; (2) anticipated YOY increase greater than 2% in pension costs; (3) anticipated YOY student-enrollment decline greater than 1%; (4) anticipated shortage of teachers as reflected in the Nationwide Teacher Shortage Areas Listing or similar California listing/compilation; (5) District deficit spending projected at pace greater than \$100 million for upcoming school (fiscal) year before implementation of a Fiscal Stabilization Plan; (6) Special Education encroachment into the unrestricted general fund greater than 10%; (7) anticipated YOY increase in OPEB liability of greater than 3%; (8) fiscal stabilization plan required by the Los Angeles County Office of Education (LACOE) to meet mandatory reserve levels; (9) qualified or negative budget certification issued by LACOE.</p> <p>Make corresponding ministerial changes throughout Article XVIII and remainder of the CBA to the extent impacted by or cross-referenced to revisions described above.</p>
Plain Language	Summary document that provides clear outline of contract for families and the public.
Coursework Credit	Adjustment of Teacher Professional Development to student learning needs so that structure for earning points towards salary steps better aligned with competencies and District priorities such as Science, Arts, Foreign Language and Technical Education.
Miscellaneous	Remaining items: proposals as reflected in District’s prior pending proposals.