

PREVIOUS PROPOSALS:

07/19/17 – District Initial

10/04/17 – UTLA Counter

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES
MARCH 15, 2018**

**ARTICLE X-A
DISCIPLINE**

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5.0 Accountability for Quality of Performance:

a. In order to ensure that employees are focused on their central mission of performing satisfactorily in the area of teaching methods, instruction and delivery of other services and have not engaged in unprofessional conduct, employees who do not receive a Notice of Unsatisfactory Act or Service, Suspension or "below standard" evaluations shall be deemed ~~ineligible~~ eligible for service or entitlement to the following during the following school year:

- i. Voluntary bargain unit member-initiated transfers including employee-initiated transfers for employees time reported from central or regional locations and Early Education Centers;
- ii. Mentor Service (See also Article XXVI, Section 4.0);
- iii. Coordinator, dean, instructional coach or department chair positions;
- iv. Summer session and/or intersession;
- v. Permissive leaves; or
- ~~vi. Exchange of track assignments or exchange days; or~~
- vii. Auxiliary periods and other auxiliary services involving extra-pay for extra work, but excluding athletic coaching and activity assignments.

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PREVIOUS PROPOSALS:

06/20/17 – UTLA Initial
06/20/17 – District Initial
08/21/17 – District Counter
02/02/17 – UTLA Counter

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES
MARCH 15, 2018**

**ARTICLE XXI
ADULT AND CAREER EDUCATION**

1.2 The District shall furnish UTLA annually, upon request, with a ~~print-out~~ list of Adult Education assignments, listed by name, employee number ~~and~~ work location and classification codes.

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2.1 All personnel in categorically funded programs shall be employed under binding individual (~~"M" basis~~) employment temporary contracts which shall not conflict with the provisions of this Agreement. Employees may utilize the grievance procedure with regard to alleged violations by the District of ~~"M" basis~~ temporary contracts. ~~"M" basis~~ temporary contracts shall specify the duration of employment, and shall terminate on or before June 30, of the year in which they are issued. If the duration of employment is to be extended beyond June 30, a second contract shall be issued to cover the balance of the employment period.

a. ~~The contract term for employees assigned to ROC/ROP programs shall be for the equivalent of a one-year "C" basis term.~~

b. ~~The contract tem for employees assigned to Skills Center programs shall be for a term of one school year if funding is available.~~

c. ~~The contract term for a person hired to complete the term(s) of employment of on other person shall be for the duration of the original term(s).~~

2.2 All ~~"M" Basis~~ temporary contracts of employment shall be terminable at any time prior to expiration, but only for lack of funds, elimination or reduction of the educational offering, insufficient enrollment or attendance, or other good cause.

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4.7 In the case of current personnel who are not to be renewed due to elimination or reduction of educational offerings, lack of work or lack of funds (an "over-taught" condition) during the initial staffing period prior to commencement of instruction, the following procedures shall apply:

a. The site administrator shall first identify the affected course(s), including closely related courses in the same subject (e.g. English 1,2,3, 4);

b. The longevity of all non-tenured personnel teaching the course(s) and assigned to the time-reporting site shall be reviewed.

1. Longevity is measured by the number of consecutive uninterrupted years of satisfactory service in the subject field in the Division. Time spent on approved unpaid leaves of absence does not count as time served but does not constitute an interruption of the "consecutive" service requirement. Time spent as a continuing employee in DACE that does not meet the requirements for an additional year of longevity shall not result in the loss of the cumulative longevity acquirement so long as such time does not exceed one school year.

2. To qualify for a year of longevity service, the individual must have served ~~734~~ 700 hours during that school year, excluding summer school. Prior to July 1, 2001, 156 hours were required to qualify for a year of longevity.

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5.3 Staffing Procedures for School-Based Temporary Adviser Positions: With respect to ~~coordinator~~ school-based temporary adviser positions in the ~~Adult Education Division~~ Division of Adult and Career Education (DACE), determination of whether there shall be such a position at a school shall be made by the ~~Assistant Superintendent for the Adult Education Division~~ Executive Director of DACE. That determination shall be reached after submission of a joint recommendation made by the Principal and the Chapter Chair, or individual recommendations in the event that they do not agree to a joint recommendation. As the ~~Assistant Superintendent~~ Executive Director of DACE makes that determination, he or she shall respond in writing to each of the recommending parties. The following ~~mandated~~ core subject areas in Adult Education may have full time ~~coordinators~~ advisers: ~~Elementary Basic Skills (Academic); Secondary Basic Skills (Academic)~~ Academic; English as a Second Language and Citizenship, Parent Education, Programs for Older Adults, Programs for Disabled Adults, Vocational Education, Home Economics and Health and Career Technical Education. ~~In Regional Occupational Centers and Programs (ROC-ROP), departments large enough to warrant a full time coordinator may have full time coordinators.~~

a. With respect to regularly-funded ~~coordinator~~ adviser positions, determination of whether there shall be such a position shall be made by a majority of the votes cast by bargaining unit members, at the school location, in an election limited to that purpose.

b. Any claims alleging violation of the above procedures shall be subject to the alternate grievance procedures of Article V-A.

5.4 Staffing Procedures for Temporary Advisers Centrally Assigned:

Temporary Adviser positions assigned to DACE or centrally deployed to school sites shall be assigned as follows:

a. The initial selection of employees to serve in any of the various adviser positions within the DACE shall be made by four-member selection panels, formed specifically for the position under consideration. Two members of each such panel shall be employees from the DACE Central office, and two members shall be site-based. Two of the members shall be administrators and two shall be UTLA members appointed by UTLA. An unfilled panel position or absent panel member shall not prevent the panel from conducting business.

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10.3 Half Part-Time Leave:

a. ~~Half Time Leave shall be granted on a year to year basis to allow a permanent teacher in the Division of Adult and Career Education (DACE) to continue service for one half of his/her tenured assignment hours.~~

b. A Part-Time Leave ~~for other than one half time~~ may be granted on a year-by-year basis subject to school schedules, availability of classes, and approval by the principal and the Division of Adult and Career Education (DACE).

c. An application must be on file in the DACE Personnel Office by ~~April~~ March 15 for the ~~fall term and November 15 for the winter or spring terms~~ upcoming school year.

d. Eligibility for health and welfare benefits for employees who work less than half-time will be determined pursuant to Article XVI, Section 3.0.

PREVIOUS PROPOSALS:

04/20/17 – UTLA Initial
05/25/17 – District Counter
11/02/17 – UTLA Counter
11/13/17 – District Counter
01-12-18 – UTLA Counter

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES
MARCH 15, 2018**

**ARTICLE XXVII
SHARED DECISION MAKING AND SCHOOL-BASED MANAGEMENT**

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2.5.1 Matters of Input: The parties affirm the importance of meaningful engagement of the school community and participation in a collaborative process with all stakeholders which should include administrators, parents, teachers, classified personnel and students (when appropriate). The Local School Leadership Council shall maintain the goal of improving achievement for all students and for each individual subgroup of students and shall promote the innovative programs that distinguish the school. To that end, the Local School Leadership Council shall also have the opportunity to review and provide input on the following matters:

1. Interim Assessments
2. Breakfast in the Classroom
3. Student Course Electives (aligned to student interests and needs)
4. Site-based Local Control Funding Formula (LCFF) fund expenditures