



# We won't take the "poison pill"

Austin Beutner's September 25 "poison pill" proposal to UTLA—sent first to the LA Times instead of educators—ups his raise offer but also accelerates his agenda to downsize the district. Beutner is focused on what he wants to take from educators, including secure healthcare in retirement and our ability to advance on the salary schedule. Our contract demands focus on what we want to give our students, including lower class sizes, more staff to support them, educators who are fairly compensated, and more instructional time through less testing.

Our demands can be met if Beutner would use the historic \$1.86 billion reserve, shift the hundreds of millions of dollars in unused textbook and materials funds back into the classroom, and end the privatization drain that takes \$600 million away from our public schools annually.

We respect the bargaining process, including mediation and fact-finding stages, but we are not hopeful that an out-of-touch billionaire will step up and do the right thing for the schools he so little understands. We will continue to build strike readiness, expand our parent and community connections, and commit ourselves to doing what is necessary to win a contract that supports our students.

## How Beutner's proposal would hurt our schools

—By not investing in our schools through lower class size and other improvements, it would make the district a less attractive place for educators and families. We will lose students and revenue, triggering layoffs and cuts.

—By attacking employee healthcare and tying raises to give-backs, it would diminish our profession and set the stage to turn LAUSD into a turnover factory, like many charter schools, where the lack of a professional compensation package leads to staff moving on after only two or three years.

## What's NOT in the Beutner proposal?

- No meaningful class-size reduction
- No additional nurses, counselors, and teacher-librarians for our students
- No relief from overtesting and lost learning time
- No steps to address co-location and privatization threats
- No guaranteed pay raise over 3%
- No investment in Community Schools
- No support for Early Ed, Adult Ed, Special Ed, and Bilingual Ed

### "The money is for our kids"



**"Parents are mobilizing to defend public education. We want social workers, counselors, nurses—all the things that will give our kids a complete education. If it is necessary to go on strike, we will be there. We demand that Austin Beutner stop giving public schools to private companies and that he be transparent, with doors open to the public. The money is for our kids, not for Beutner."**

**—ELOISA GALINDO  
Parent, Marianna ES**

### BEUTNER PROPOSAL

3% raise, plus 3% for '18-'19 contingent on district finances and "extra work"

Institute "Rule of 87" for healthcare in retirement (employees' age + 30 years of service must equal 87)

Reduce class size by four students in core subjects in only 15 middle schools and 75 elementary schools

Adjust structure for earning salary points

### WHAT IT MEANS

**Full raise is not guaranteed and has strings attached:** Educators would have to work more hours to get the pay raise we already deserve.

**Opening attack on healthcare:** Making it harder to qualify for retiree healthcare is the first step in rolling back our coverage, which the Beutner report claims costs 44% too much.

**No class-size improvements for 90% of our schools.** No movement on Section 1.5, which allows the district to increase class size at any time, rendering Beutner's proposal useless.

**Make it harder to earn pay advancements.** Educators could take salary point classes in a limited number of subjects, controlled by LAUSD.