



Substitute Teachers' Strike Victories

In addition to the salary increase and other unionwide gains in our contract agreement, UTLA Substitute Educators won the following improvements. Make sure you know your rights and let others know too—we make our victories real through enforcement.

1. Continuity rate increased by 1 hour of prorated pay per day effective the first day following the completion of service equivalent to 130 days during the school year.
2. Upon request, a substitute teacher working in a long-term assignment and/or who has worked 100 days in each of the 2 preceding years shall be allowed to participate in District Professional Development training on a space-available basis where funding is available or not required.
3. Any substitute teacher who serves for more than 16 consecutive working days in a Special Education assignment in place of the same absent employee or in the same unfilled position, in regular K-12, shall be classified as Day-to-Day Substitute, Extended employee and shall be paid the incentive plan substitute daily rate retroactive to the beginning date of the assignment.
4. A substitute teacher may not be released from an assignment as the 17th day approaches in a Special Education assignment, for the sole purpose of preventing the substitute teacher from qualifying for the extended substitute pay rate.
5. A substitute teacher who is assigned to 10 consecutive days to an unfilled position in which the substitute teacher closes a class at the end of the school year, or, in a secondary school, closes a class at the end of the semester, shall be paid at extended substitute rate.
6. A substitute teacher who had a weapon brandished at him or her related to and during the performance of assignment duties may specify a "Do Not Send" designation for that school without being charged with an "unavailable."
7. The district shall maintain a list of school schedules at an employee self-service website.
8. A substitute teacher shall not be considered late if their arrival time does not exceed 1 hour from the time the substitute teacher accepted the assignment.
9. When the school's daily schedule reduces instructional minutes in order to provide professional development, such as Banked Time Tuesdays, substitute teachers shall have the right to participate in professional development and receive pay for the full day.
10. Substitute teachers who have accepted assignments through the Subfinder or subsequent replacement system shall be given the opportunity to work the hours accepted if the assignment is canceled less than 1 hour prior to the start of the assignment.
11. Substitute teachers shall be provided with additional information needed to perform the duties of the position including, but not limited to, class grade level, subject matter, assignment address, general or special education assignment, IEP and 504 Plan information. The school discipline policy shall also be provided upon request.
12. The district shall maintain a toll-free telephone line for substitute educators.
13. The UTLA Article XXX Substitute Teacher Committee shall be permitted to give input to the district prior to any reorganization or redesign to the automated calling system.
14. For the 2018-2019 work year only, the threshold for health benefits for substitute teachers was the equivalent of 94 days.
15. For the 2018-2019 work year only, the threshold for substitute teachers' continuity rate was the equivalent of 124 days.