

UNITED TEACHERS LOS ANGELES
Bargaining Proposal
January 29, 2020

The following proposal includes underlined language for proposed additions and strikethrough language for proposed deletions to the 2019-2022 UTLA-LAUSD Agreement. UTLA is proposing no changes to sections in Article XVIII not included in this proposal.

ARTICLE XVIII - CLASS SIZE & STAFFING

- 1.1 For purposes of compliance with this Article, teacher assignments are to be adjusted as of norm date day, which is defined as the last workday of the fourth week of each school year. ~~As of that date the number of teachers to be assigned to a school shall be based upon the number of students listed in the teacher Allocation Tables and the staffing requirements of this Article.~~
- 1.2 ~~For purposes of compliance with this Article, teacher assignments are to be adjusted subsequent to norm date as follows:~~
- ~~a. At a secondary school, increases in enrollment will be absorbed by existing staff until the following semester or term.~~
 - ~~b. At an elementary school, an increase in enrollment at the school which is sufficient to create an additional position, and which is sustained through two monthly enrollment reporting periods, shall cause an additional teacher to be assigned. If the subsequent increase is sufficient to create two additional positions, one additional teacher shall be assigned after one monthly enrollment report period, and the second shall be assigned if the requisite enrollment is sustained through the second monthly enrollment reporting period. If the increase is sufficient to create three positions, two will be assigned after one monthly reporting period and the third will be assigned if the enrollment is sustained through the second monthly reporting period.~~
- 1.3 ~~Teachers provided by the requirements of this Article may be assigned to non-register carrying positions to perform teaching functions such as individual or small group instruction or "team teaching," and also be counted in computing average class sizes if student enrollment numbers allow for such an assignment without violating any class size maximums, per classroom, at the school site. for norming purposes, in the following circumstances:~~
- ~~a. From the start of a semester or term and through norm date: Where space is available for classroom use, priority shall be given to register carrying teaching stations. Where space is not available for classroom use, teacher(s) may be assigned to perform non register carrying classroom teaching functions to work with students in classes or departments exceeding expected class size.~~
 - ~~b. After norm date: Without regard to space availability, in order to avoid the disruption of a school organization, teacher(s) may be assigned temporarily (i.e., until next norm date) to perform non register carrying classroom teaching functions in classes or departments exceeding the expected class size.~~
- 1.4 The class size restrictions of this Article are intended to establish minimum standards, and not to preclude or affect any existing or future improvements in these standards which result

in lower class sizes or the utilization of “off-norm” or special program positions. No teacher shall be displaced, or subject to an administrative transfer, based on student enrollment or the elimination of a program after norm day of each school year. Norm day shall be defined as the last workday of the fourth week of each school year.

2.1 Academic classes are those in English Language Arts, Math, Social Studies, Science, and Foreign Language, and any classes meeting A-G requirements for graduation. Non-academic classes are all electives not meeting A-G requirements, excluding Physical Education and activity classes such as Band and Drill Team.

2.3 ~~Other Regular Program Class Size Averages & Maximums:~~

- ~~a. Elementary schools: Taken together, all classes at a school in grades K-3 are to average 24 students, and in grades 4-6 are to average 35.5 students.~~
- ~~b. Middle Schools (including 6th grade middle school students): all classes at a school are to average 36.25 students.~~
- ~~c. Senior high schools (including grade 9 senior high school students): all classes at a school are to average 35.5 students.~~

4.0 ~~Problem Solving Process: Class Size Averages & Maximums~~

- ~~a. If the class size averages and/or maximums in this Article are exceeded beyond fifteen (15) workdays after norm day, upon request of an affected teacher(s), the site administrator shall conduct a review of the circumstances causing the violation.~~
- ~~b. The administrator shall then meet within five (5) work days with the affected teacher(s), grade level or department chair (add SLC lead teacher if applicable), and chapter chair to discuss the review, and provide a written explanation for the violation of class size averages and/or maximums and the efforts made to balance classes in order to meet the averages and/or maximums.~~
- ~~c. The parties will discuss options for meeting the required averages and maximums without limiting student access to a full range of course options in a manner which does not disrupt the instructional program or exceed the school’s allocated resources. Such options may include a class size waiver for the school site in accordance with the waiver procedures described in LAUSD Policy Bulletin 6029.2 (January 15, 2014)~~
- ~~d. If an agreement is not reached on a solution following a c above, the affected teacher(s) or UTLA may initiate a grievance in accordance with Article V of this Agreement. The timeline for initiating a grievance shall start upon completion of a c above.~~

5.4 Psychiatric Social Worker Services: The District shall maintain a district-wide student to Psychiatric Social Worker (PSW) ratio of no greater than 500-1, calculated by the aggregate number of positions District-wide against the aggregate number of enrolled students district-wide.

5.5 Pupil Services Attendance Counseling Services: The District shall maintain a district-wide student to Pupil Services Attendance Counselor (PSA) ratio of no greater than 500-1, calculated by the aggregate number of positions District-wide against the aggregate number of enrolled students district-wide.

5.6 School Psychologist Services: The District shall maintain a district-wide student to Psychologist ratio of no greater than 500-1, calculated by the aggregate number of positions District-wide against the aggregate number of enrolled students district-wide.