



Enforcing Our Wins

Our strike and our unity on the picket lines resulted in tremendous contract and policy victories. Now we must enforce the new agreement and organize against any road blocks put up by the district.

UTLA officers and staff will be working with school sites to rigorously enforce the contract, which goes into effect July 1. Just like with the strike, it will be up to all of us to act together to uphold our bargaining victories. Our strategic plan will prepare us to implement the new language and hold the district accountable for our hard-fought wins on class-size reduction; more nurses, librarians, and counselors; and all the other improvements. Some of the strategies will include using the Contract Action Team structure for implementation and site-based organizing, holding webinars on specific contract provisions, conducting districtwide class-size surveys post-norm day, and forming educator-parent committees to organize, including collective actions, in support of the contract.

Below is an update on implementation and some connected issues.

PAY INCREASE: LAUSD's stated plan is to pay the 6% increase and the retro payments in May.

CLASS SIZE: A specialized class-size reduction sheet has been created for every school that details what class sizes should be in the 2019-2020 school year. UTLA members should use this guide to organize and to hold principals accountable for the negotiated numbers.

NURSES, COUNSELORS, AND PSYCHOLOGISTS: We are pushing LAUSD for concrete info on its recruitment practices to ensure it will meet the first phase of hiring obligations.

TESTING: The testing task force will officially begin meeting with the district next school year, but an advisory group began meeting in March to solicit rank-and-file concerns and set priorities. The task force's goal is to reduce assessments not mandated by the state or federal government by 50%.

MAGNET CONVERSIONS: We are working with schools currently in the magnet conversion process and making sure our members' voices are heard and that the language calling for a majority vote of staff is followed.

ETHNIC STUDIES: The LAUSD-UTLA Ethnic Studies Taskforce meets April 24 to start analyzing current Ethnic Studies offerings and resources and to investigate methods for expanding course offerings.

CO-LOCATION: We are working to ensure that the language creating a new UTLA co-location coordinator at every co-located school gets implemented correctly, including identifying individuals interested in the position and ensuring a member vote for the position.

SPECIAL EDUCATION & ITINERANTS: The Workload/Caseload Committee for Health and Human Services Itinerants and Special Education will start meeting with the district next school year. In response to changes

to special ed delivery models that we are seeing across the district, we have submitted a demand to bargain because our new contract allows us to negotiate any such changes. Members who wish to help shape both the workload/caseload committee and the restructuring of delivery models are welcome to meet with the Special Education Committee before every House of Representatives meeting in the UTLA building starting at 4:30 p.m.

CHARTER ACCOUNTABILITY: Outside of our contract but absolutely linked to our strike, the state legislature is considering a package of bills on charter accountability and transparency.

GREEN SPACE: UTLA has met with nonprofit groups and individuals interested in creating a plan to remove bungalows and increase green space and to identify funds to implement it.

RANDOM SEARCHES: Many schools worked with parents and students to apply to end "random" searches on their campuses. The district is reviewing applications. The City of LA is prepared to work with schools in the pilot to provide resources.

PAY EQUITY TASK FORCE: The Pay Equity Task Force for Adult Ed, Early Childhood, and ROP CTE has been formed. LAUSD has yet to respond with available meeting dates.

ADULT ED: The taskforce's first meeting is set for early April, following district delays in responding to multiple requests to meet and unilateral steps by LAUSD to avoid creating an Adult Ed matrix.

COMMUNITY SCHOOLS: UTLA's appointees to the Community Schools Steering Committee (CSSC) include parents, students, teachers, former School Board member Steve Zimmer and USC Professor Sylvia Rousseau. One of the CSSC's priorities is determining the process by which 30 schools in high-need areas can apply for Community Schools transformation. Reclaim Our Schools LA will be a critical partner on this committee.

What we won

How it fights privatization & invests in our future

PAY & HEALTHCARE

6% salary increase with no contingencies.

We defeated the district's priority to start cutting healthcare, which LAUSD's Hard Choices report claimed is 44% too generous.

MORE NURSES, COUNSELORS, LIBRARIANS, AND MENTAL HEALTH PROFESSIONALS

A nurse in every school every day.
A teacher librarian in every secondary school every day.
Contractual guarantee of student-counselor ratios of 500:1 at every secondary school.
Psychologists, PSWs, and PSAs will be key staff positions in the new Community Schools (see next page).

Increased staffing gives students the supports they deserve and builds the kind of schools parents want to send their children to.

We rejected the plan to hire staff for only one year, which would have allowed the district to downsize a year later.

LOWER CLASS SIZES

Agreement paves the way for the first real class-size reduction program in 25 years by eliminating Section 1.5 and creating enforceable hard caps.
Will impact all grade levels and subjects by enforcing adherence to hard caps.
More improvements to class size every year starting in 2019-20, including an immediate cap size of 39 in ELA and math secondary classes.
Agreement sets the stage for pushing caps even lower.

Besides greatly improving learning conditions, lower class sizes protect space from being given to charters through Prop. 39.

Our strike raised public consciousness about the absolute need to do something about California's shameful per-pupil spending, which is the primary driver of high class sizes. Next steps: Pass Measure EE in June and the Schools & Communities First initiative in 2020 to bring billions to schools.

REDUCING TESTING

Agreement forces transparency and creates plan to identify all district assessments and impact on instructional time, with stated goal of reducing assessments by 50%.

Overtesting wastes instructional time and crowds out arts, music, ethnic studies, and other classes.

Securing a provision on testing reinforces that the issue is bargainable and intrinsically tied to teachers' rights as classroom professionals.

CHARTER CAP

Board of Education passed resolution calling on state to stop charter growth in LAUSD.

Unregulated charter growth drains \$600 million from LAUSD schools every year. Our strike has dramatically shifted the conversation around charters, and last month, state legislators introduced a package of long-overdue charter accountability bills.

COMMUNITY SCHOOLS

Funding for 30 Community Schools over the next few years, with additional money and UTLA positions, including psychologists, PSWs, and PSAs.

By offering rich curriculum, parent engagement, and wraparound services, Community Schools are the proactive vision for strengthening the public school system.

What we won

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SPECIAL EDUCATION

Articulation of district norms on special education caseloads for purposes of enforcement, release time for teachers for testing, requirement for district to provide real data on current caseloads, and other improvements. Gives UTLA the right to bargain over changes to instructional delivery models.

Public schools, because they serve special needs children at higher levels than charters, need to provide increased support for special education. We continue to fight to get the federal government to fully fund special ed mandates.

MAGNET CONVERSION & GREATER VOICE FOR EDUCATORS

UTLA members must vote before school is converted to magnet. Chapter chairs sign off on local school waivers. Substitute and itinerant employees have increased representation by chapter leaders.

We hit against the privatizers' agenda to deprofessionalize teaching, give us less of a voice on campus, and use the magnetization process to undermine teachers' rights.

CO-LOCATION

More opportunity to push back on co-location by requiring notification of schools threatened by co-location. More ability to protect space at co-located schools by creating UTLA co-location coordinator position, requiring the coordinator's input in the development of the Shared-Use Agreement, and ensuring coordinator's appointment to School Safety Committee.

Getting advance notice on co-location threats gives the community time to organize against co-location, which many sites have successfully done.

KEY WORKING CONDITION ISSUES

Eight-hour work day inclusive of a 30-minute duty-free lunch for Early Education teachers.

Obligation to provide work stations at schools that protect student privacy for itinerant health and human services professionals.

10 hours of paid prep time each month for ROC/ROP teachers.

Improving working conditions means respecting the role that all UTLA members play in our educational system and giving them the resources to do their job.

STATE FUNDING

Commitments from district, mayor's office, and others to support Schools & Communities First ballot measure, local measures, and state legislation to increase funding for education.

One of the most powerful byproducts of our strike is the overdue attention on our criminally underfunded public education system and the clear community demand to address the problem.

What we won

How it fights privatization & invests in our future

ETHNIC STUDIES

Ethnic studies resources provided to teachers, and committee will explore expanding ethnic studies.

Expanding relevant pedagogy in the most diverse city in the country will connect schools with the community and connect students with our curriculum.

COMMON GOOD DEMANDS

Plan to increase green space by removing bungalows and asphalt. Pilot program to expand schools exempt from conducting so-called random searches, instead moving to alternative proactive programs to provide school safety support, such as LA City's GRYD program. Immigrant defense support through dedicated hotline and attorney for immigrant families, supported by charitable giving.

Making progress on our common good demands solidifies our connection with parents and community allies and creates schools that are connected with the community.