

# UTLA BARGAINING FLASH

Tuesday, Feb. 7, 2017



Our UTLA Bargaining Team has met with the district twice, as part of reopener bargaining for the 2016-2017 school year. Despite the passage of Proposition 55 and healthy unrestricted budget reserves, the district started this cycle of bargaining with a disappointing willingness to ignore the need to invest in students and educators. Our next bargaining session is on Feb. 16. It is extremely important to hear from you about bargaining priorities! **Take the bargaining survey TODAY at [www.UTLA.net/members/bargaining](http://www.UTLA.net/members/bargaining)**

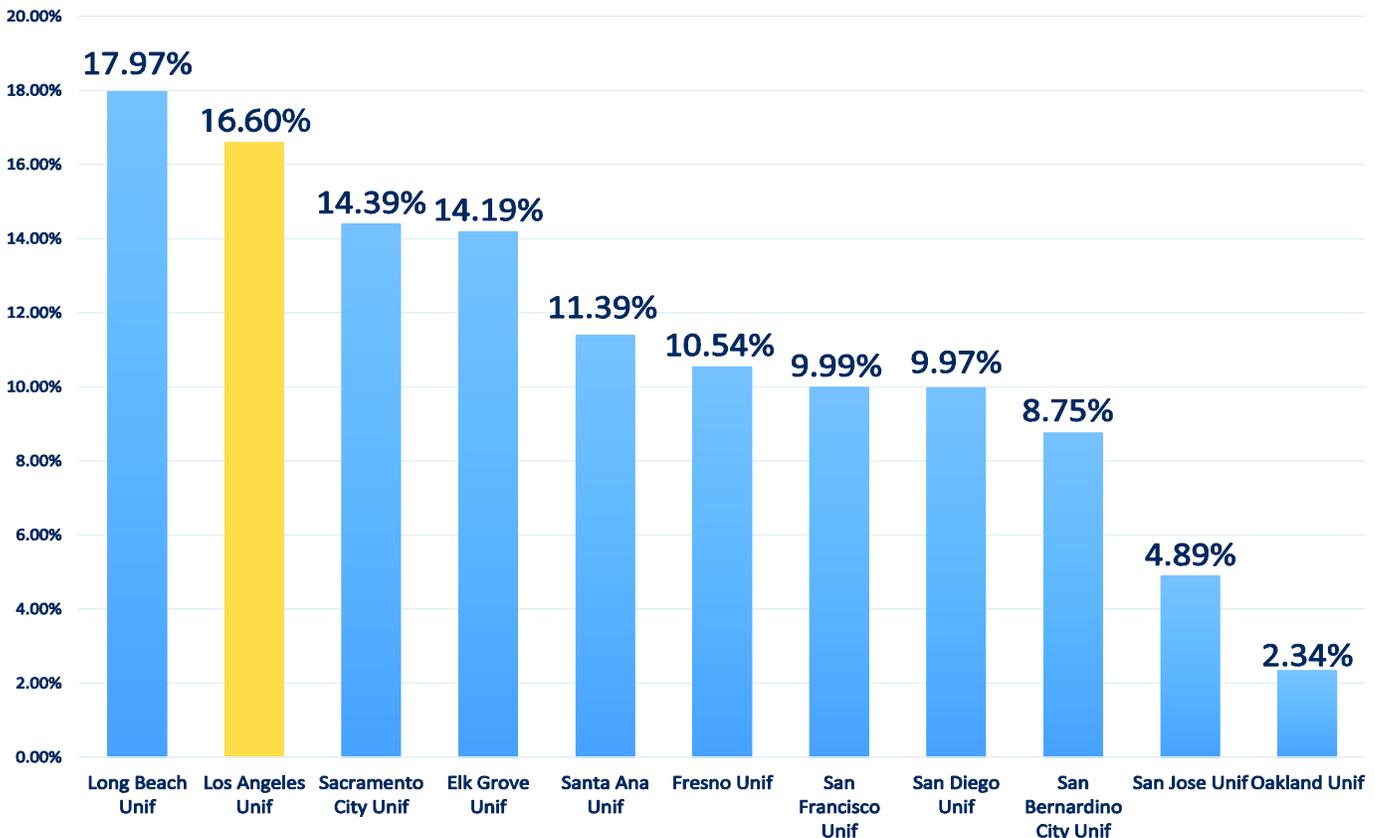
Our opening UTLA proposals reflect the belief that, in an environment where privatizers are attempting to systematically dismantle LAUSD in their efforts to kill public education, the district must invest in classrooms to ensure its survival. This means attracting educators with **fully paid health benefits for active members and retirees** – which we are escalating to strike readiness in order to protect, as the district issues threats to benefits. This means attracting educators with **competitive salaries**, attracting students by **reducing class sizes**, and keeping educators and students in LAUSD with learning and working conditions that include **less testing and more teaching**, stakeholder-driven school discipline plans that administrations are accountable for implementing effectively, positive behavior **support for students**, and **assignment protections** that encourage educators to consider magnet conversions without fearing displacement.

**FACT:** LAUSD is required by state law to maintain unrestricted reserves equal to 1% of their total budget. As the below chart shows, the district actually has beyond healthy reserves: By the end of the 2015-2016 school year, with more than 16% in reserves, LAUSD has the second-highest reserves of out of 11 surveyed districts.

**Can LAUSD afford the UTLA bargaining proposals? YES.**

## Unrestricted General Fund Reserves at the end of 2015-2016 school year

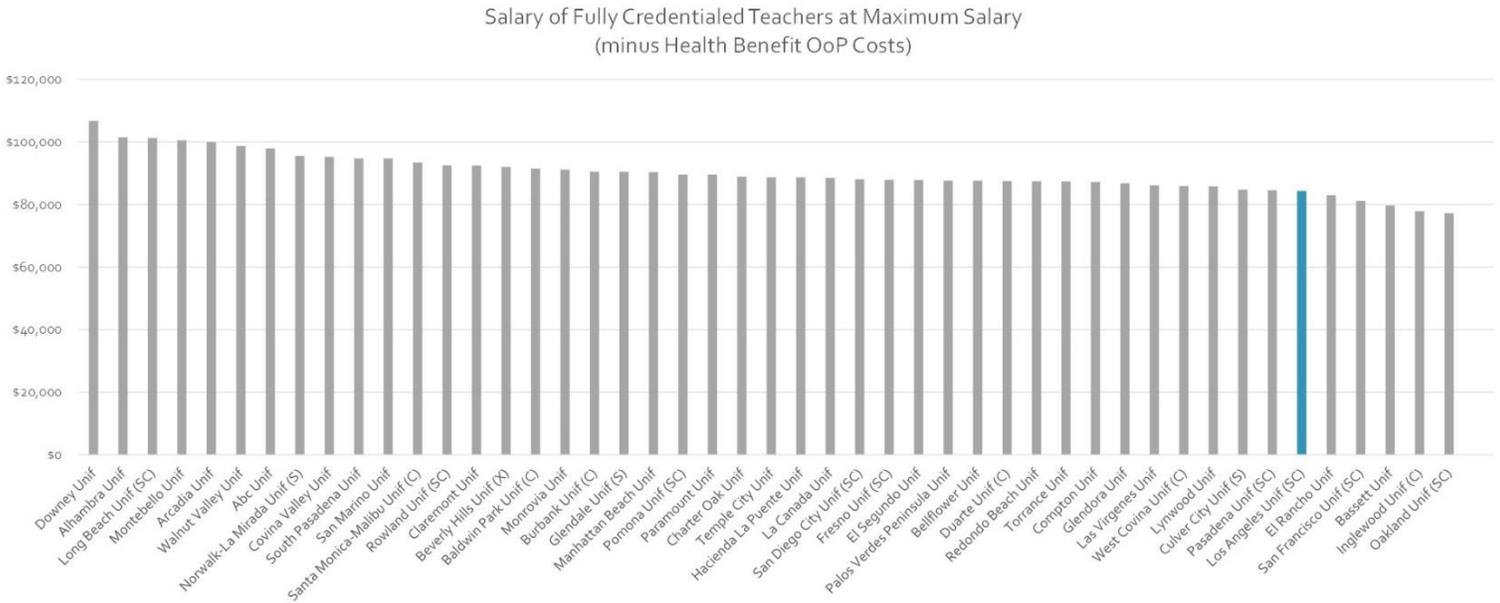
Source: District 2015-16 Unaudited Actuals



## Does LAUSD need to invest in educator salary increases? YES.

Myriad factors, including relentless attacks by billionaire privatizers and fake reformers on our due process rights, defined benefit pensions, and professional voice, have led to a national teacher shortage that is already impacting our district’s ability to attract and retain high quality educators. It will be essential in this environment for LAUSD to increase our salaries, over the next few years, while maintaining fully paid health benefits for active employees and retirees.

### DESCRIPTION OF COMPS GRAPHIC HERE



At our next bargaining session on Feb. 16, UTLA will make a proposal on student discipline and positive behavior support practices.

### So far, UTLA has made the following proposals:

#### ARTICLE XIV: SALARIES

- Increase all bargaining unit salaries by 7% for **2016-2017**.

#### ARTICLE XVIII: CLASS SIZE

- Eliminate language that allows the district to violate class size caps & averages (Section 1.5).

#### ARTICLE XXV: ACADEMIC FREEDOM AND RESPONSIBILITY

- Create new language providing each classroom teacher with power to determine what, how, and when assessments are used in their classroom, outside of those mandated by state or federal law.
- Create new language ensuring additional adult support during mandated one-on-one assessments.

#### ARTICLE XI: TRANSFERS

- Eliminate language that allows site principals to skip seniority in displacement process.
- Create new language requiring a formal vote of educators at a school site before a magnet conversion proposal can be submitted to the district, with a 67% support threshold.
- **Create** new language ensuring that educators won’t have to reapply for their assignment at a school site as part of the magnet conversion process.

### So far, LAUSD has made the following proposals:

#### ARTICLE XIV: SALARIES

- Increase all bargaining unit salaries by 0% for 2016-2017.
- Additional differential pay for NBC educators in high need schools.

#### ARTICLE XVIII: CLASS SIZE

- No change to existing language. **District continues to have ability** to violate class size caps & averages.

#### ARTICLE XXV: ACADEMIC FREEDOM AND RESPONSIBILITY

- Language ensuring our right to “meet & consult” on testing issues, which is already state law, and rejection of our proposal for additional adult support during one-on-one assessments.

#### ARTICLE X: EDUCATOR DEVELOPMENT, SUPPORT, AND EVALUATION

- Language giving administrators until the end of the tenth week of the second semester to conduct a Formal Observation. Current language requires the observation to occur by the end of the sixth week of the second semester. Language adding “Highly Effective Practice” as a fourth rating for formal observations.