

**LOS ANGELES UNIFIED SCHOOL DISTRICT
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES
SEPTEMBER 15, 2017**

**ARTICLE IV
UTLA RIGHTS**

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6.0 Released Time at UTLA Expense: UTLA may request the release of designated employees from their regular duties with no loss of pay for the purpose of attending to UTLA matters, with the expense of the substitute or replacement to be borne by UTLA. Such released time shall be limited to 25 days per year for any individual employee. If the site administrator objects to the release of any particular employee based upon instructional needs, the matter shall be referred to the Office of Labor Relations and UTLA for resolution. When staff are assigned in place of teachers absent on UTLA business, UTLA will reimburse the District at the base rate for substitutes (see Article XIX) or at the average teachers' rate for replacement teachers; such time will be taken in increments of not less than one-half day. UTLA shall reimburse the District for the expense of the substitute as the sum of the following:

1. The base rate of pay for substitutes
2. The prevailing statutory rates applied to the base pay for fringe benefits (Workers' Compensation, State Unemployment Insurance, Medicare and CalSTRS Employer Contribution)
3. Health and medical benefits (Based on the portion of total assigned hours for substitutes that are eligible for benefits based on the prior fiscal year's data)

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8.3 Itinerant Chapter Chairs

~~The District shall recognize one Chapter Chair District wide for each major employment category which is non-school based (one each for School Psychologists, PSA Counselors, Nurses, Itinerant Special Education personnel, Non Public School personnel and one for all other miscellaneous classifications combined). Substitutes shall have three Chapter Chairs, one for each of the three (3) calling areas. An Itinerant Chapter Chair shall be permitted to make a brief UTLA announcement at the first meeting of the month of any department meeting, local district meeting or program meeting.~~

- a. The District shall recognize up to eight (8) Chapter Chairs District-wide, one for each of the following: School Psychologists, PSA Counselors, Psychiatric Social Workers, Nurse, Speech and Language Pathologists, Occupational & Physical Therapists, Secondary Counselors and Visual and Performing Arts (VAPA) educators.
- b. The District shall recognize up to three (3) Chapter Chairs for Substitutes.

- c. The District shall recognize one (1) Chapter Chair District-wide for all other itinerant employment categories combined.

Activities of these ~~new~~ Chapter Chairs will be limited to non-site matters. Site-based issues will continue to fall under the purview of the school site Chapter Chair. Any released time for these non-school based Chapter Chairs will be in accordance with Article IV, Section 8.1d.