

UNITED TEACHERS LOS ANGELES
Bargaining Proposal
April 20, 2017

ARTICLE XXVII

SHARED DECISION MAKING AND SCHOOL-BASED MANAGEMENT

- 2.4 Functions and Responsibilities: The local school leadership councils shall consider all points of view and shall solicit the advice and counsel of parent organizations, other employee groups and all other interested parties. The local councils shall have the following functions and responsibilities:
- a. Participation in shared decision making training. It is recommended that they participate in training prior to beginning their decision-making.
 - b. ~~Determination of~~ Controlling authority over the following matters:
 - (1) ~~Staff development program~~ All site based professional development for District employees.
 - (2) ~~Student discipline guidelines and code of student conduct~~ Annual development, approval, and evaluation of a School Climate & Discipline Plan.
 - (3) Schedule of school activities and events, and special schedules (e.g., final exam schedules and schedules designed to accommodate additional preparation time for elementary teachers). For purposes of this paragraph, "schedule" shall include, but not be limited to, a determination by the Council of what activities shall take place. The Council shall not have authority over the scheduling of school activities and events mandated by the Board of Education.
 - (4) Guidelines for use of school equipment, including the copy machine.
 - (5) ~~The following local budgetary matters:~~ Expenditure of all school based discretionary funds, including but not limited to LCFF funds distributed by the District
 - (a) ~~Instructional Material, account 4170~~
 - (b) ~~Lottery Funds, account 5381~~
 - (c) ~~School Determined Needs, account 3986~~
 - (d) ~~State Textbook and Related Material, accounts 4111, 4152 and 4267~~
 - (e) ~~Year Round School Incentive Discretionary Funds~~
 - (f) ~~Student Integration Program Discretionary Funds~~
 - (g) ~~Instructional Material — Special Education Schools Account 2544 (for Special Education School Councils only)~~

- (6) School based implementation of local, state, and federal initiatives or programs, including but not limited to Breakfast in the Classroom and periodic assessments.
- (7) Course electives and program options (e.g. Visual and Performing Arts, Ethnic Studies, & double periods for specific subjects).

In making determinations in the matters listed above, the local school leadership council operates within the same set of powers and constraints as previously applied to the principal. However, future additional District restrictions upon local discretion ~~in the above areas may be imposed only by action of the Board of Education.~~ In addition, All determinations shall be consistent with applicable laws, regulations, and collective bargaining agreements. ~~Councils in Alternative Schools shall have the scope of their decision making determined by the Board policy applicable to their special programs rather than being limited to the above five subject matters.~~

The focus of local council activity shall be upon establishment of local policy and planning direction rather than day-to-day administration or execution of policy and plans. The local council shall not be obliged to act in the designated areas, and may delegate its authority to existing school committees if it believes they are functioning satisfactorily.

~~e. These local school leadership councils are expected (but not required see above) to supplant the previous local school planning committees dealing with lottery funds, student discipline, staff development or any other matters listed in b. above; however, the new council shall not supplant other existing councils and committees which operate in subject matters beyond those listed in b. above (e.g. School Advisory Councils) or which have an independent statutory basis (e.g., Chapter I Councils, Bilingual Advisory Councils, or S.I.P. Councils).~~

2.5 Decisions: The attainment of consensus whenever possible shall be a primary goal. Both parties recognize that decisions made by consensus are the most effective in promoting cooperation and commitment to the policies which are established by the local Council. Only if consensus cannot be reached shall decisions on the matters set forth in Section 2.4b be made by majority vote. In order to be resolved by vote at the meeting in the event consensus fails, the meeting agenda (see Section 2.6 below) must have identified the proposed action with sufficient particularity that the Council members could have, prior to the meeting, meaningfully consulted with all interested parties with respect to the specific action under consideration, as provided in Section 2.4 above. The vote required shall be a majority of those committee members present at the meeting. With respect to procedures governing voting matters, Robert's Rules of Order shall be applicable to issues not addressed herein. The site administrator shall ensure that all deliberations and policy decisions of the Local School Leadership Council are reduced to writing and communicated to all staff and school community.