

Chapter Talking Points

May 30, 2022

Info for chapter leaders

Course of action to launch Beyond Recovery Contract Campaign

These are the 4 most critical things to do in the coming days to launch our Beyond Recovery Contract campaign on a solid foundation.

1. Recruit members to phone bank and canvas for Rocío Rivas in School Board District 2

If every chapter recruits 3 members to do phone banking and 3 members to canvas, we will have enough conversations to win.

UTLA members can **sign up here at** <https://www.mobilize.us/utla> to phonebank from home any Tuesday, Wednesday, or Thursday, and to join canvassing any Saturday or Sunday through June 5.

Here is a copy of the **presentation on this campaign** that we used at the area meeting, which may help you in meetings with your coworkers. <https://vision.utla.net/s/BD2-Presentation-Spring-2022.pptx>

2. Confirm Chapter Chairs in every UTLA Chapter for 2022-23

Uncontested nominees have been notified via email that they must submit the **NOCCE** (Notice of Chapter Chair Election) form (which can include up to 3 Vice Chairs for chapters with over 80 members, and 2 Vice Chairs for all other chapters).

For contested Chapter Chairs (more than one self-nomination form submitted),

the UTLA Chapter Chair Election Rules and process were sent to the current Chapter Chairs.

For unfilled Chapter Chair positions, the first person who submits the NOCCE form after April 8 will be the chapter chair.

3. Encourage all members to take the Educator Shortage Survey

The new UTLA Educator Shortage Survey launched last week. The survey takes less than 5 minutes to complete.

We need every member's feedback — a huge response is critical as we organize to win a 20% salary increase, better working and learning conditions, and other measures that will address the severe staffing crisis in public schools.

If a member did not receive the survey, share this link: <https://www.surveymonkey.com/r/S2RFQNY>

4. Build your school's Chapter Action Team

Winning our Beyond Recovery contract demands is possible only if every single UTLA chapter is well organized, active, and ready for the fight. A Chapter Action Team — CAT, for short — is a team of member leaders at the school site who take responsibility for working with 10 members.

With the new communication structure around bargaining — where chapter leaders get updates after every session from your cluster leader — you need a team to get that info back to members. Your Chapter Action Team will help make sure that every member in your chapter understands what is happening at the bargaining table and ensure that member is part of our campaign of escalating actions to pressure the district to agree to our demands.

CAT recruitment best practices were discussed at the May Area meeting. You can also reach out to your Area rep for guidance.

CAT Recruitment Form to ID

members: https://www.utla.net/sites/default/files/catformfillable_202122_final_2022.pdf

Registration open for 2022 Leadership Conference

After two years, we will be back together for an in-person UTLA Leadership Conference from Friday, August 5, through Sunday, August 7, at the Westin Bonaventure Hotel in downtown LA.

Every Chapter Chair should be part of this conference — this is how we get organized and ready for the fight. The conference will cover:

- the educator shortage crisis and the details of our contract proposals to address the root causes, including low pay and lack of support and resources for educators, students, and families.
- our campaign in the context of the nationwide upsurge in worker organizing and labor movement victories, inside and outside of education
- our action plan for the new school year to leverage our power to win our contract demands.

Register ASAP to save your space: [UTLA Leadership Conference registration](#)

Questions can be emailed to leadershipconference@utla.net. COVID safety protocols will be followed and can be found on the registration website.

New Chapter Chair Orientation

Wednesday, June 1, 4:30 PM

The UTLA New Chapter Chair Orientation will provide new chapter chairs with a brief overview of important roles, responsibilities, and support systems for UTLA Chapter Chairs, including key sections of the contract, the basics of representation, how to organize your chapter, the important role of the chapter chair in the overall UTLA structure and more. This orientation is provided as a bridge to give new Chapter Chairs what they will need until going through the more in-depth Chapter Chair trainings provided at the Leadership Conference and through out the year.

Register in advance for this meeting:

https://us06web.zoom.us/meeting/register/tZcvcO-tqj8tGN3_ddk9kKojRzh-XG-9TPDJ

Talking points for chapter meetings

UTLA Educator Shortage Survey: What will it take to keep educators in LAUSD?

- What will it take to keep educators in LAUSD? What are the drivers of the historic educator shortage? What is motivating educators to stay in the profession or leave the profession?
- **UTLA launched the Educator Shortage Survey to drill down on the issues. We need every member's feedback** — a huge response is critical as we organize to win a 20% salary increase, better working and learning conditions, and other measures that will address the severe staffing crisis in public schools.
- **Anyone who hasn't filled out the survey should go to this link and fill it out ASAP:** <https://www.surveymonkey.com/r/S2RFQNY>. *The survey takes less than 5 minutes to complete.*

FINAL DAYS: All in for Rocío!

- **Dr. Rocío Rivas knows our schools.** Rocío is an LAUSD alumna and the mother of a current LAUSD student. She knows firsthand the struggles of parents, teachers, and students as we transition from the pandemic and fight to go Beyond Recovery. Rocío recognizes the severe educator shortage, and she supports educator pay raises and quality healthcare coverage.
- **Every conversation with a voter is a step closer to electing a true public education supporter to the School Board.** Sign up today to campaign for Dr. Rocío Rivas.
- *ALSO: Vote today — don't delay! The last day to vote is June 7.*

Phone Banking

Via Zoom

Tuesdays, Wednesdays, and Thursdays 4 - 8 pm

Neighborhood Canvassing

In-person every weekend

Saturday 10 am - 2 pm

Sunday 11 am - 3 pm

[Sign Up to Phone Bank](#)

[Sign Up to Canvass](#)

Contract campaign update: LAUSD fails to offer counterproposals to Beyond Recovery platform, sticks to extended school year

- The Expanded UTLA Bargaining Team met with seven district representatives again yesterday, and LAUSD still did not have a response to our Beyond Recovery package of proposals after 3 weeks. They had more questions, which we answered, but no counterproposals on the package.

- The district did respond to our proposal on the calendar issue from May 19 with a counterproposal that still includes a longer year, four randomly scheduled “accelerated” Wednesdays, and a requirement that unit members not on C Basis work an extra day to make up for the 2021 Juneteenth holiday. We responded by again rejecting this ill-thought-out plan being pushed by Carvalho, which is about nothing but getting headlines. Our position was clear: no extension of the school year, no “accelerated” days, and no UTLA member being required to work or use benefit time to make up for the 2021 Juneteenth holiday.
 - We also reviewed our proposal on Shared Decision Making and School-Based Management, which includes expanded LSLC purview over PD and all budgetary items not covered by the SSC, and we reviewed our proposal on autonomous schools, which includes a more democratic process to become an autonomous school *and* to leave autonomous school status. We are meeting again with the district on Thursday, June 2.
 - **UTLA Bargaining Team Member Ivannia Nolasco from Northridge Middle School:** “As a Bargaining Team member, I have been meeting weekly with the chapter chairs in my cluster to discuss negotiations, and we are in regular communication about developments at the bargaining table. I know the chapter leaders and schools I work with are ready for solutions. It’s been three weeks since we gave LAUSD our proposals and they have not responded. To not come with a response shows a blatant disregard for the crisis that we are experiencing on a daily basis in our schools.”
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Carvalho unilaterally overrides policy on staff selection waivers

- On Friday, May 13, the district published its annual waiver memo. Historically, this memo has allowed school communities to write waivers that grant them certain opportunities, like the ability to bank more time for PD and planning, and the ability to select certificated staff by committee

(often referred to as a “staff selection waiver”). **The big difference in this year’s waiver memo is that it states: “Staff selection waivers will not be approved for the 2022-2023 school year.”**

- The district is asserting that no school will be able to have this autonomy, except for Pilot Schools, which operate under the Pilot MOU. Many schools across the district have written staff selection waivers every year for the last decade or more. This is another example of how Superintendent Carvalho has acted unilaterally, with disregard for LAUSD employees and school communities.
- Carvalho is already trying to impose a calendar with four “acceleration days” scattered randomly throughout the year, and he is aggressively fighting against maintaining our healthcare benefits. **Now Carvalho is limiting the decision-making power of educators, parents, and community members – the people closest to the school who are best equipped to make decisions about the school’s leadership – by reserving his right to place staff at schools as he sees fit.** Carvalho is showing us exactly who he is: a top-down superintendent who does not take the voices of educators, parents, or students into account.
- UTLA will challenge this particular policy change, as well as Carvalho’s overall authoritarian leadership style in our Beyond Recovery contract campaign. Specifically, our proposal for Article XXVII adds language to strengthen Local School Leadership Councils. Additionally, a proposed new article, XXVII-A, adds a robust process by which any school community can select autonomies that will remain in place and not require annual waivers, including staff selection and many more options. All of our [proposals can be read here](#).

UTLA calendar

June 1: House of Representatives meeting

June 1: New Chapter Chair orientation

June 1: [Health and Human Services Committee Meeting](#)

August 5-7: UTLA Leadership Conference