

The last two years have revealed the critical importance of public schools for our communities and the integrated needs of students, families, and educators both inside and outside the classroom.

Educators and students have shown tremendous strength and resilience through the COVID-19 pandemic starting with distance learning, moving to hybrid learning, and ultimately a full reopening with weekly testing, vaccine mandates, and evolving safety protocols. They faced this immense change amid devastating levels of community and family trauma, economic stress, emotional isolation, and racial inequity.

In response to the deep impacts of the COVID-19 pandemic on public education, the state and federal governments are providing historic levels of funding to school districts. **The LAUSD budget for 2021-22 is expected to increase by \$5.4 billion**, with a projected unrestricted reserve of \$2 billion by the end of the school year. This increase in funding creates a rare and crucial opportunity for educators, students, families, and communities to win significant improvements for our schools and lead a dramatic reimagining of their role in our society.

As UTLA members prepare for new contract bargaining in the spring of 2022 – the pivotal time when we can bring forward any issues that we are willing to collectively fight for – we are engaged in an exciting and aggressive process to democratically determine our demands.

Over the last several months, UTLA members have participated in over 530 school site chapter meetings; dozens of Health and Human Services, Special Education, itinerant, and special categories meetings; and three regional community meetings organized by Reclaim Our Schools LA to identify the most important issues to address in this contract campaign. The UTLA Board of Directors has analyzed reports from those meetings to develop this Contract Campaign Platform which, once approved, will form the basis of our contract proposals and our campaign.

This platform represents our broader goals, not specific bargaining proposals – which will be later developed from these goals by the UTLA bargaining team.

This platform builds upon our historic wins from our 2019 strike. It is a statement of what UTLA members are committing to fight for, collectively, as we respond to both the COVID-19 pandemic and the historic neglect of our public schools, educators, and students.

We're ready to fight for...

1 FULLY STAFFED SCHOOLS THROUGH MEASURES THAT ATTRACT AND RETAIN EDUCATORS

- Salary increases for all educators and accelerated advancement to their highest salary
- Salaries for school nurses that are competitive with private sector positions and will allow LAUSD to meet its current contractual obligation to provide a nurse in every school 5 days per week
- Greater pay equity and better working conditions for Adult Education, CTE, Early Education, State Preschool, and Substitute educators
- Expanded compensation for extra duty work
- Expanded and increased differentials for advanced degrees, Special Education educators, bilingual and dual language educators, CSPP educators, coordinators, counselors, and coaches
- Expanded access to salary points to incentivize individualized professional development
- Premium-free high-quality healthcare for all employees
- Paid planning and preparation time for elementary and early education program educators
- Structural support for members responsible for dependent care
- Targeted investment in the recruitment and retention of BIPOC educators and service providers

2 EQUITABLE ACCESS TO OPPORTUNITY FOR ALL STUDENTS

Class Sizes & Staffing

An essential victory from the 2019 UTLA strike was the elimination of Section 1.5 from the contract, which had allowed the district to unilaterally ignore class size averages and caps. The win created enforceable limits for the first time in decades as the initial steps in a multi-year struggle to dramatically reduce class sizes. Our contract demands must continue that work.

- Class size reduction across all grades and school types
- Caseload reduction for Special Education teachers, DIS providers, and HHS staff
- Increased hiring of HHS and DIS staff
- More classroom paraprofessionals, climate coaches, campus aides, and supervision aides
- More Counselors, School Psychologists, PSAs and PSWs, certificated Visual Art, Music, Dance and Theater teachers, and full-time PE teachers in elementary schools
- Greater limits on the displacement of teachers
- Elimination of combination classes

Special Education

Special Education in LAUSD is underfunded by nearly \$1 billion, which negatively impacts all students. The federal government made a commitment over 40 years ago to fund 40% of the Special Education costs for public schools but has never fulfilled that promise. Special Education educators and students have also struggled within a system made worse by LAUSD's own lack of effective support. An essential victory from the 2019 UTLA strike was the creation of a new article in our contract that specifically addresses Special Education issues, and we need our new contract demands to build on that work.

- Increased support for the management of Individualized Education Plans (IEPs) and IEP related Assessments
- Reduced grade-level spans
- Enforceable class size caps
- Caseload reduction
- Program-specific budgets
- Assignment protection for baseline assistants
- Accelerated expansion of inclusion programs with greater stakeholder input
- Public support from LAUSD for the Fulfill the Promise national campaign to hold the federal government accountable to finally meeting its legal obligation under IDEA to pay 40% of Special Education costs for school districts

Curriculum and Access

- Elimination or dramatic reduction of standardized tests not required by the state or federal government
- Expanded access to dual-language programs and multilingual education
- Increased access to Ethnic Studies and culturally relevant curriculum
- Community-connected/project-based/advocacy-based curriculum with financial literacy, vocational, culinary, nutrition and racial justice infused teaching across all subject areas.
- Increased opportunities for tutoring, field trips, campus clubs, student programs, and enrichment activities
- Increased access to electives in secondary schools and expansion of electives to elementary schools
- Enhanced library services and resources for all elementary schools
- Greater educator input in curriculum development
- Systematic inclusion of social emotional learning in all curricula

3 EQUITABLE AND SUSTAINABLE ACCESS TO NEEDED TECHNOLOGY

- Provide updated technology for all students and staff
 - Increased access to reliable internet service and support for all students
 - LAUSD to provide (where possible) and publicly advocate for (where necessary) free WiFi for all students and families
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4 A SAFE SCHOOL CLIMATE

- Implement a freeze on school closures
 - End the over-policing and criminalization of students in schools
 - Professional development for educators on “de-escalation” techniques
 - Professional development for educators on trauma-informed teaching
 - Targeted investment in programs that provide healthy extracurricular options for at-risk students
 - Increase and strengthen educator, student, and parent voices in school decision making
 - Consistent enforcement of LAUSD policies, including COVID-19 health and safety protocols, at co-located schools
 - Maximization of protected space for LAUSD students at co-located schools
 - Increased hiring of maintenance staff to clean and maintain facilities
 - Appropriate workspaces for all HHS and itinerant staff
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5 HEALTHY, GREEN PUBLIC SCHOOLS

LAUSD owns and operates 6,400 acres of property. Proactive climate justice and mitigation practices implemented in buildings and grounds covering that much space in Los Angeles can have a meaningful impact on our communities as we face the increasing impacts of climate change.

- Create strategic plan for a Green, Clean, Free, and Healthy LAUSD, including but not limited to: conversion of buses, installation of solar panels, use of school land for collection of clean water, creation of schools as cooling zones, creation of schools as climate change/grid shut-down resiliency centers, and increased healthier food options
- Provide support for school/community gardens to feed students and families
- Shaded and appropriate play areas for all students
- Support of local struggles for environmental justice and equity
- Increase healthy food options for students and families that address food insecurity, nutrition, culture, and support of environmentally sustainable and worker-friendly food sources
- Expand green spaces and tree planting at schools
- An LAUSD audit on green practices, including energy use, carbon emissions, air quality, and water use

6 TARGETED SUPPORT FOR STUDENTS, PARENTS, AND OUR SCHOOL COMMUNITIES

- Provide funding and develop the necessary organizational structures to greatly expand the number of Community Schools – schools with resources for expanded family/community/youth engagement, broadened curriculum, shared decision-making, and wrap-around services
 - Provide funding and organizational structures to support existing Community Schools
 - Support development of Community School pillars and mechanisms in all schools
 - Increased funding and expansion of the Black Student Achievement Program by providing schools with the highest Black student populations with additional resources focused on social/emotional health, culturally relevant curriculum, and needs-based community relationships
 - Support for immigrant students and families with and without documentation
 - Support for anti-poverty programs in Los Angeles
 - Targeted academic support for unhoused students, foster care students, working students, and parenting students
 - Push for targeted Section 8 housing vouchers to support LAUSD families
 - Convert vacant LAUSD property into housing for low-income families
 - Increased staffing focused on mental health support for students and their families
 - Ongoing LAUSD support for families dealing with COVID-related academic, economic, health, and racial inequity impacts, in addition to the long-standing, systemic inequities impacting Black and Brown students
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7 EQUITABLE SCHOOL FUNDING

- Create a transparent system of equitable school funding in LAUSD that supports schools, neighborhoods, and stability and that strengthens the Black Student Achievement Plan and similar initiatives
- Formal commitment by LAUSD to not proceed with its “Student Centered Funding” scheme or other programs to create a marketplace of students for whom schools would compete
- For LAUSD to publicly call for and take action to support federal COVID relief monies becoming permanent as of 2024, and publicly call for and, in coalition, take action to support state initiatives in 2024 to permanently increase state school funding
- Strengthen limits and regulation of charter schools