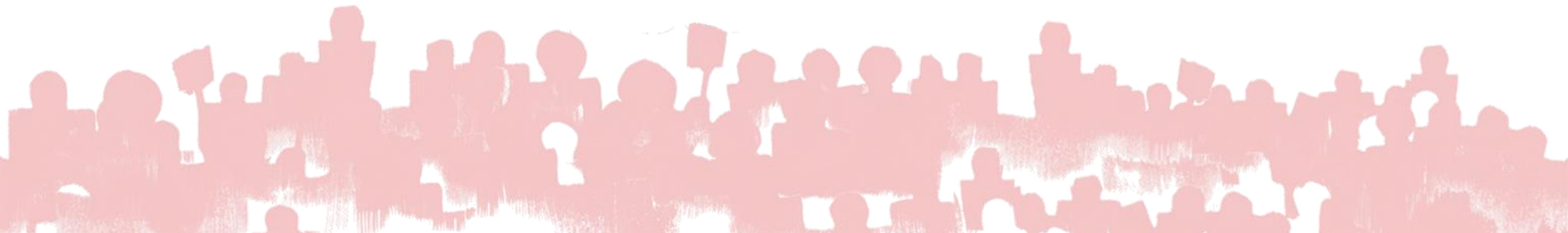


# 2019 UTLA Contract



# Goals of The Strike

1. Achieve our contract demands, which had been proposed over 20 months of negotiations
2. Make demonstrable progress on political demands outside the contract
3. Build a movement for public education



# UNITED, WE ACT NOW

Throughout the last year of bargaining with LAUSD, we have fought to create a better future for our students. Instead, LAUSD refuses to bargain issues that would give our schools a fighting chance. LAUSD has even rejected improvements with little or no costs, including those to address declining enrollment. It is clear this is a part of the privatization agenda to starve our schools, rather than reinvest in them. We must ACT NOW.

Here are some of our key issues LAUSD refuses to bargain in any meaningful way:



## Fair Wages Now

Cost of living has increased  
**27% since 2008.**  
Sky-high housing costs are making it impossible for educators to live in Los Angeles.

LAUSD's salary proposal is insulting, worsening the teacher shortage.



## Class Size Matters

California ranks  
**48 out of 50**  
LAUSD teachers have among the largest class sizes in the state.

LAUSD refuses to eliminate section 1.5 of the contract, which allows them to ignore class size caps.



## Less Testing & More Teaching

**100+**  
Standardized LAUSD tests taken by TK-6 students in 2017-18.

UTLA is fighting to provide teachers with increased discretion to determine when and/or what standardized assessments are given.



## Fund Our Schools

California is the richest state in the nation, yet ranks  
**43 out of 50**  
in per-pupil spending.

UTLA is fighting to increase per-pupil funding to \$20,000 by 2020. LAUSD must join us to fully fund our schools.



## Improve School Safety

Student-to-counselor ratio in CA  
**945:1**  
Student-to-nurse ratio in LAUSD  
**1,224:1**

LAUSD refuses to add more school nurses, counselors, social workers, librarians and other staff; rejects greater educator input on school safety plans.



## End the Privatization Drain

**287% growth**  
in the charter school industry in LA since 2008 drains almost **\$600 million** from public schools each year.

LAUSD refuses to bargain for reasonable charter accountability and co-location measures.



## Support Community Schools

The Community Schools model, successful across the country, includes broadened curriculum, parent engagement and wrap-around services.

LAUSD ignores Community Schools and common good proposals, though they would increase success and enrollment in public schools.



## There Is Money

- California is the 5th largest economy in the world.
- Corporations refuse to pay their fair share in taxes.
- LAUSD sits on over \$1.7 billion in unrestricted reserves.

#GiveKidsaChance

UTLA  
UNITED TEACHERS  
LOS ANGELES

#StopStarvingOurPublicSchools



**Fair Wages  
Now**

**UTLA  
proposes  
6.5% raise**

**LAUSD  
proposed  
2% raise with  
a one – time  
2% bonus**

A red silhouette of a crowd of people, some holding signs, at the bottom of the slide.

**Core Bargaining Issues**

# **Salary Victory**

**6 %**

**With Retro:**

- 3% back to 2017-18**
- 3% for 2018-19**

**Re-opener negotiations January 2020**





# Salary Example

	2017-18	2018-19	2/3 of 2018-19
What you got paid	\$70,000	\$70,000	\$46,667
What you would have gotten paid with retroactive raise	\$72,100	\$74,263	\$49,509
<b><u>RETRO</u></b>	<b><u>\$2,100</u></b>		<b><u>\$2,842</u></b>

As an example, if your current salary is \$70,000, this is what your salary increase and retro pay would look like. In 2018-19, the total raise is 6.09% due to compounding. The amount of retro for 2018-19 will depend on when the district implements the wage increase.



## Class Size Matters

California ranks

**48 out of 50**

LAUSD teachers have  
among the largest class  
sizes in the state

**LAUSD refuses to  
eliminate Section  
1.5 of the contract,  
which allows them  
to ignore class size  
caps**

**We had 2 Goals:**

- 1. Eliminate Section 1.5 from the contract**
- 2. Close the gap between the 2017-18 forced section 1.5 MOU and the actual class size caps that have been in the contract but have never been enforceable.**

**Core Bargaining Issues**

# ***This Year, Because of Section 1.5:***

- **Over 800 classes violate the class size MOU.**
- Nearly 600 Secondary Math and English classes with more than 39 students.
- Nearly 150 TK-3 classrooms with more than 27 students.
- Nearly 100 4-6 classrooms with more than 34 students.
- Many more violations of even the compromise MOU





# WE WON

- **None of this will be the case at the start of the new school year.** With Section 1.5 gone, all class sizes will have hard caps, and those hard caps are enforceable.
- **Class size caps in the MOU for grades 4-12 will be reduced every year for the next three years until we get to the caps in our contract on Norm Day 2022 – caps that have always been ignored. Those caps become the new line of scrimmage and we will fight from there going forward for further reductions.**
- **All secondary English and Math classes will be reduced to 39 students effective 2019-20**

## REDUCTION IN CLASS SIZE MAXIMUMS

	CLASS SIZE MAXIMUMS					
	MOU + §1.5	Phase-In + ELIMINATION of 1.5			CBA	Total
	2018-19	2019-20 <sup>1</sup>	2020-21 <sup>2</sup>	2021-22 <sup>3</sup>	2022-23	Reduction
School Type						
TK3 PHBAO*	27	27	27	27	27	0*
4-6 PHBAO	34	33	32	30	30	4
6-8 PHBAO Academic**	37	36	35	33	30	7
6-8 PHBAO Non-Acad	46	45	44	42	39	7
9-10 PHBAO Academic**	37	36	35	33	30	7
9-10 PHBAO Non-Acad	46	45	44	42	39	7
11-12 PHBAO*	46	45	44	42	39	7
TK3 Deseg*	27	27	27	27	27	0*
4-6 Deseg	39	38	37	36	36	3
6-8 Deseg Academic**	43	42	41	39	36	7
6-8 Deseg Non-Acad	46	45	44	42	39	7
9-10 Deseg Academic**	43	42	41	39	36	7
9-10 Deseg Non-Acad	46	45	44	42	39	7
11-12 Deseg*	46	45	44	42	39	7
TK3 Deseg Magnet*	24	24	24	24		0*
4-6 Deseg Magnet	34	33	33	33	33	1
6-8 Deseg Magnet	37	36	35	33	33	4
9-10 Deseg Magnet	37	36	35	33	33	4
11-12 Deseg Magnet	37	36	35	33	33	4
TK3 PHBAO Magnet*	24	24	24	24		0*
4-6 PHBAO Magnet	31	30	30	30	30	1
6-8 PHBAO Magnet	34	33	32	30	30	4
9-10 PHBAO Magnet	34	33	32	30	30	4
11-12 PHBAO Magnet	34	33	32	30	30	4

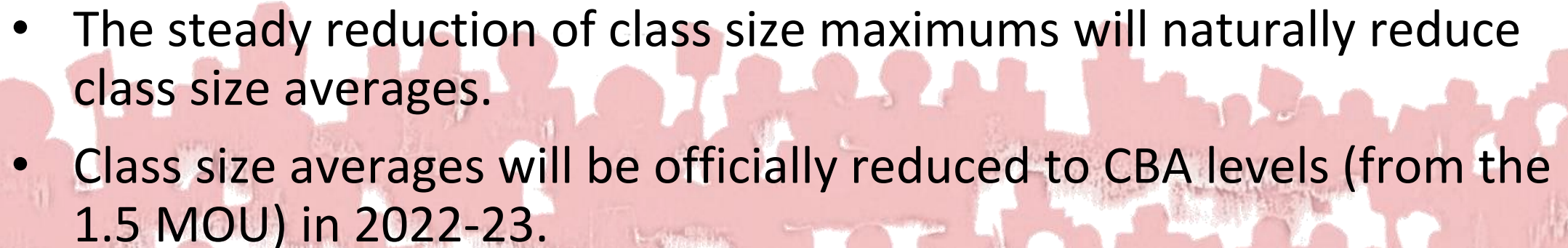
### NOTES:

1. Many classes are above even the 2018-19 MOU cap. Those classes will be reduced by whatever number is necessary to get to the cap in the 2019-2020 column.
2. Those classes below the cap will not be increased because of this agreement.
3. In the existing MOU TK-3 never went over the contract cap of 27 with an average of 24. This is related to state funding for class size reduction and the district is prohibited from increasing above the 24 average or they will face a loss of state funding.

## ADDITIONAL TARGETED CLASS SIZE REDUCTIONS IN HIGH NEEDS SCHOOLS

- Norm Day 2019-20: 75 elementary and 15 middle schools will be reduced an additional 2 students (total of at least 3)
- Norm Day 2020-21: 75 elementary and 15 middle schools will be reduced by an additional 2 (total of at least 4)
- Norm Day 2021-22: 75 targeted elementary and 15 middle schools will be reduced by an additional 2 (total of at least 6)

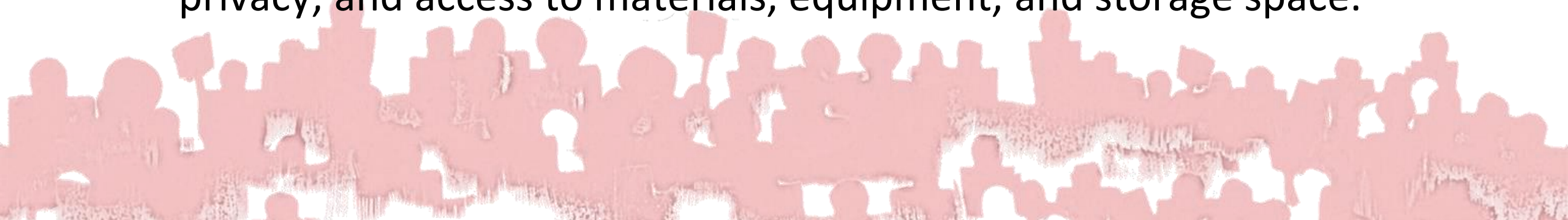
## CLASS SIZE AVERAGES

- The steady reduction of class size maximums will naturally reduce class size averages.
  - Class size averages will be officially reduced to CBA levels (from the 1.5 MOU) in 2022-23.
- 

# Special Education: Respect, Reductions, Release Days, Remedies

## Respect

- Notification prior to the reassignment of a paraprofessional.
- The right to bargain over any restructuring of instructional delivery service models, which include, but are not limited to, the composition of special ed classes and material/resource training for our members.
- Appropriate workspace for itinerants that will provide students with privacy; and access to materials, equipment, and storage space.



## **Class Size/Caseload Reductions and Caps**

- First-time caps for:
  - Specific Learning Disability (12)
  - Earliest learners: Early Ed, Preschool for all, PCC, ETK, PSC
- Class size and caseload reductions for educators serving:
  - Severely Intellectually Disabled students (reduced up to 4)
  - Visually Impaired students (reduced by 2)
  - Audiologists (reduced by 35)
- For the first time, district must recognize the varied needs of our students with autism
  - Autism has been separated into two programs with distinct caps: General Education (10) and Alternative Curriculum (8)



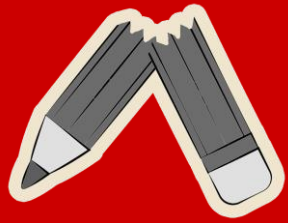
## **Release Days**

- Two release days a year to complete federally mandated assessments.

## **Improved remedies and enforcement of class size/caseload**

- The district now has 10 days to remedy class size violations – down from 30 days just 5 years ago.
- The district will be required to report to UTLA on special education class size and caseloads





**Less Testing &  
More Teaching**

**100 +**

**Standardized LAUSD  
Tests taken by TK-6  
Students in 2017-18**

**The district  
disrespects the  
experience and  
knowledge of  
educators.**



**Core Bargaining Issues**

# **50% Reduction in Testing**

**Task force set up to reach this goal**





## **Fund Our Schools**

**UTLA is fighting  
to increase per-  
pupil funding to  
\$20,000 by 2020.**

**LAUSD must join us to  
fully fund our schools.**

A red silhouette of a large crowd of people, some holding up signs, at the bottom of the slide.

**Core Bargaining Issues**

# Funding our Schools

Additional funding for nurses, mental health special education and community schools.

Endorsement of Schools and Communities First Initiative  
(\$11 Billion increase in state revenue)

- Mayor Eric Garcetti
- LAUSD







# School Safety

Student-to-Counselor Ratio in CA

**945: 1**

Student to Nurse Ration in  
LAUSD

**1,224: 1**

**LAUSD refuses to add  
more school nurses,  
counselors, social  
workers, librarians and  
other staff; rejects  
greater educator input  
into school safety plans.**



**Core Bargaining Issues**

# Win on Nurses, Librarians and Counselors

A Nurse in every school – at least additional 300 nurses to be hired

- 2019-2020: 150 more nurses
- 2020-2021: A full time nurse in every school 5 days a week (at least another 150)

Teacher Librarians – at least 82 additional Teacher Librarians to be hired:

- 41 more teacher librarians in 2019-2020
- 2020-2021 a full time Teacher Librarian at every secondary campus 5 days a week (at least another 41).

Counselors:

- 17 additional counselors to be hired by October 1, 2019
  - Enforceable 500 to 1 secondary counselor ratio at every school site
- 

# Psychologists, PSWs, and PSAs:

- Key staff in up to 30 newly funded community schools
- Guaranteed work space
- Workload committee





**End  
Privatization**

**287%  
Unregulated  
Private  
Charter Growth  
In LA since 2008**

**Co-location by  
charter schools is  
causing havoc on  
school campuses!**

A red silhouette of a large crowd of people, some holding signs, at the bottom of the slide.

**Core Bargaining Issues**

# Progress on Privatization

School Board Resolution Calling for Charter School Cap

Co-Location:

- List by Dec 1 and Feb 1
- Elected Co-location Coordinator (UTLA member at each school)
- Removal of bungalows – limiting space for co-location







## Community Schools

**The Community  
Schools  
model is  
successful across  
the country.**

**LAUSD refuses to fund  
family services, electives  
and parent engagement  
essential to the  
Community Schools  
model.**



**Core Bargaining Issues**

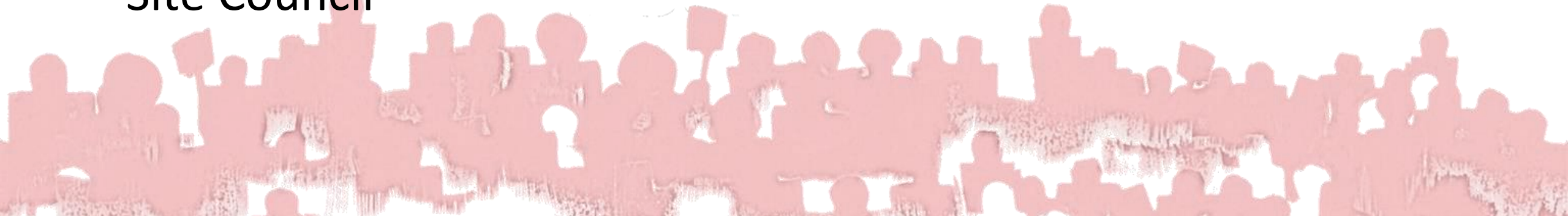
# Community Schools

June 30, 2019: 20 Community Schools

June 30, 2020: 30 Community Schools

Each with funding for a Community Schools Coordinator.

LSCLC with full control of budget items outside of the School Site Council



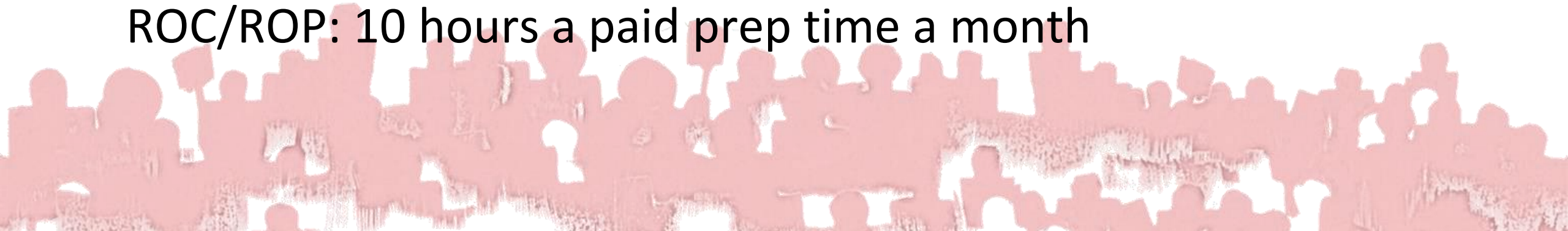
# More Victories

Workspace for Itinerants

Random Searches: Pilot program at 28 Schools

EEC Work Day: A full 8 hour work day, including a 30 minute duty free lunch

ROC/ROP: 10 hours a paid prep time a month



# More Victories (cont.)

## Substitutes:

- Increased continuity rate and extended rate for long term special ed assignments
- Expanded protections for late notifications

Adult Ed: Improved longevity, part-time leave, MOU on pay equity and piloted matrix at 4 schools

Ethnic Studies: More resources for teachers and a committee to explore expansion



# More Victories (Cont.)

Magnet conversion: Contract language on full membership at a school before magnet conversion

Immigrant legal defense fund: Hotline and legal support for immigrant families

Green Space: City and LAUSD to remove bungalows and replace with much needed green space





# More Victories (cont.)

## UTLA Rights:

- Expanded CC rights for Subs and Itinerants
- Chapter Chair sign off on budgets and waivers
- Right to speak at District-wide and local district meetings





# Building A Movement









**Effects of L.A. Teachers Strike  
Ripple Across California and Beyond**

**Los Angeles teachers end  
week-long strike after  
reaching 'historic agreement'**

**I'm a charter school teacher.  
The LAUSD strike made me  
realize how I'm part of  
the problem**

**L.A.'s Teachers Got What They Wanted—  
For Their Students**

**After LA's Strike, "Nothing Will Be the  
Same"**

**What changes are needed to truly  
support and fund public schools?**

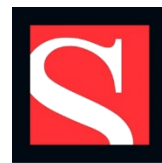
**LA teachers make the case  
that charter schools are  
an existential threat to  
public education**

**Never Trust a  
Billionaire's Antiracism**

**Why thousands of Los Angeles  
teachers are going on strike**



FORTUNE



salon.com

WSJ

Los Angeles Times

The Mercury News  
The Newspaper of Silicon Valley



The Guardian



KPCC 89.3  
Southern California Public Radio



The New York Times



UNIVISION



live Kelly & Ryan





# Next Steps

1. Chapter meetings about the contract
2. Board District 5 – Jackie Goldberg
3. Support the Oakland Strike
4. Pressure Sacramento –Charter Cap, more funding in the May Revise, Schools and Communities First
5. Aggressive implementation of our contract victories