



SUMMARY OF TENTATIVE AGREEMENT

September 2021

UTLA has reached a tentative agreement in reopener bargaining with the Los Angeles Unified School District on extended safety measures, a 5% pay raise, strategies for staffing the City of Angels online independent study program, and learning continuity for students who must quarantine. The agreement is subject to ratification by UTLA members.

Health & Safety

- Continued regular COVID-19 testing of all students and staff, regardless of vaccination status, through at least December 17, 2021.
- Continued symptom screening of all students, staff, and visitors and use of Daily Pass or a comparable system.
- Continued mandatory masking, indoors and outdoors, for all people on campus until at least December 1, 2021.
- Enhanced PPE for educators working with students unable to wear masks for medical reasons.
- Continued use of MERV filters or comparable systems with the same minimum efficacy for all classrooms until at least December 1, 2021.
- Notification in writing within 24 hours for classroom teachers when a student in their classroom tests positive for COVID-19 or when a student is required to quarantine.
- Creation of a “quarantine procedures checklist” of required actions by site administrators and the district for when a student or employee tests positive for COVID-19 and students are quarantined.

Working & Learning in a Pandemic

- Classroom teachers will provide virtual access to their live classroom instruction through use of Zoom livestreaming for students required to quarantine. Students who must quarantine will have access to Zoom livestreaming for at least 50% of the instructional day, the timing of which will be determined by the teacher.
- Classroom teachers will provide virtual instruction during wildfire-related school shutdowns that last more than one day, unless the teacher is impacted by wildfire issues.
- Back to School Night and parent-educator conferences will be conducted virtually.
- IEP team meetings may be held virtually upon parent request.
- Teachers can't be held responsible for technology issues (at school or in the student's home) and under no circumstances can the district, students, or parents record a teacher providing instruction without approval of the teacher.

- "Livestreaming" sessions for quarantined students can't be considered as part of an educator's evaluation.
- No evaluation for permanent educators who have not received a below standard evaluation in the last five years.
- All educators seeking reasonable accommodations have the option to be immediately assigned to City of Angels.
- All UTLA members have the option to volunteer for temporary assignment to the City of Angels online program. If additional teachers are needed, the district may temporarily assign some teachers at overstaffed schools who were protected from displacement. COA assignments will be based on seniority in elementary schools and seniority within over-teachered departments at secondary schools. No school shall have more than 3 teachers temporarily assigned to COA under these provisions. All teachers assigned to COA have return rights to their current school.
- Local School Leadership Councils will be empowered to develop inclement weather options to avoid students eating in the classroom.
- LAUSD and UTLA will resume the District Assessment Committee to assess purpose and efficacy of assessments and make recommendations.

Compensation

- 5% ongoing salary increase for all bargaining unit members.
- \$2,000 one-time stipend for all full-time bargaining unit members in consideration of additional services outlined in the agreement.
- \$500 technology stipend for all bargaining unit members who worked at least 90 days during the 2020-2021 school year to help offset educators' substantial investment in equipment, resources, and programs since the pandemic began.
- \$5,000 retention stipend (split over three school years) for all school nurses.
- Substitute educators required to quarantine during the 2021-2022 school year shall have the number of service days (100) required to qualify for healthcare in 2022-2023 reduced by the number of required quarantine days.