

LAUSD IGNORES **CRISIS** IN OUR SCHOOLS

70% of LAUSD educators do not believe LAUSD values our working conditions or our students' learning conditions.*

68% of LAUSD educators have seriously considered leaving the district.*

In February 2022, **UTLA members voted 96% YES** to endorse the Beyond Recovery Platform of contract demands, building off our wins in 2019. The expanded 85-person UTLA Bargaining Team has taken those demands to the bargaining table. **While LAUSD sits on more than \$3 billion in reserves, we have received NO meaningful responses from the district**, including on these key issues:

ISSUE	OUR PROPOSAL	LAUSD	
PAY INCREASES: CLOSE THE EDUCATOR WAGE GAP	<ul style="list-style-type: none"> • Educators make 20% less than peers in other bachelor's degree professions. • 28% of LAUSD educators have a second job. • LAUSD admits its starting salary is not enough to afford rent anywhere in LA. 	<ul style="list-style-type: none"> • 20% increase over 2 years • Pay equity for Adult Ed, CTE, Early Ed, and Subs • Expanded differentials 	NO PROPOSAL
SMALLER CLASS SIZES & MORE STUDENT SUPPORT	<ul style="list-style-type: none"> • In 2019 we won the right to enforce class size caps and a reduction. But the current caps still allow classes of 39 for HS classes. • Counselor ratios too high. • 80% of schools still have no full time nurse. 	<ul style="list-style-type: none"> • Class size reduction across all grade levels • Caseload reductions and increased time and support for IEPs • More counselors, PSAs, PSWs, psychologists • More arts and music • Expanded ethnic studies, dual-language programs, tutoring and field trips 	NO PROPOSAL
END OVER-TESTING	<ul style="list-style-type: none"> • 100+ standardized tests given to a student by 6th grade. • More tests added in pandemic. • Funding for district assessments can be better spent on support services. 	<ul style="list-style-type: none"> • LAUSD should not mandate any test not required by the state or federal government. 	KEEP OVER-TESTING STUDENTS
EQUITY FOR SCHOOLS & COMMUNITIES	<ul style="list-style-type: none"> • LAUSD continues to explore market-based schemes. With 84% of LAUSD students in poverty, we should not pit poor schools against slightly poorer schools. All schools should start with a baseline foundation, with schools of greater need getting additional resources on top of that. 	<ul style="list-style-type: none"> • Every school must have: <ul style="list-style-type: none"> • A nurse every day • Fully staffed library • Manageable class sizes • Special Education caseload caps • More counselors, PSWs, PSAs, and psychologists • LAUSD must support housing, environment, immigration, and COVID-19 recovery needs. 	NO PROPOSAL
EXPAND COMMUNITY SCHOOLS & TARGETED SUPPORTS	<ul style="list-style-type: none"> • The 34 Community Schools have shown how schools with resources for family/community/youth engagement, broadened curriculum, and wrap-around services can transform education. 	<ul style="list-style-type: none"> • Expand on the successful 34 to fully fund 136 Community Schools. • Expand the Black Student Achievement Program. 	NO PROPOSAL

*UTLA Member Survey June 2022

UPDATE: LAUSD AND CARVALHO REFUSE TO NEGOTIATE ALTERNATIVE TO THEIR EXTENDED SCHOOL CALENDAR FOR C-BASIS EMPLOYEES

The calendar adds 4 optional “Accelerated Days” scattered throughout the school year, pushing the school year 4 more days into June.

These “Accelerated Days” on October 19, December 7, March 15, and April 19 are **OPTIONAL** for C-Basis employees – the 80% of UTLA members who work 182 days a year – AND students.

The district and Carvalho should have come to the table to negotiate the new calendar in good faith before announcing this PR stunt that has no educational value. We could have discussed **how that \$122 MILLION would be better spent on LAUSD students.**



HOW \$122 MILLION COULD BE BETTER SPENT FOR STUDENTS

- **SMALLER CLASS SIZES**
- **ACCESS TO MORE COUNSELORS, PSWs, PSAs, PSYCHOLOGISTS, AND OTHER STAFF**
- **QUALIFIED AND EXPERIENCED TEACHERS IN EVERY CLASSROOM THROUGH PROVEN EDUCATOR RECRUITMENT AND RETENTION INITIATIVES**

The UTLA Bargaining Team will continue attempting to negotiate with LAUSD on this issue.

However, if the district and Carvalho proceed in unfairly implementing their new schedule, the UTLA Officers, Board of Directors, Bargaining Team, and Chapter Leaders who met at the Leadership Conference this summer recommend that all C-Basis employees **BOYCOTT VOLUNTEERING FOR THE FIRST OPTIONAL DAY ON OCTOBER 19** in protest of this unfair labor practice.

We will take this issue to all UTLA members for a poll that will inform our next steps: whether or not to boycott volunteering for the optional day if LAUSD refuses to negotiate a fair and reasonable calendar. **In the meantime, we encourage you not to sign up for the optional work day on October 19 until this matter is resolved or the all-member poll is complete.**

*****NOTE FOR A-BASIS AND B-BASIS EMPLOYEES:** The days listed above are not optional for A-Basis and B-Basis employees. UTLA is not encouraging you to participate in a boycott of those days. There will be other ways for you to support the protest against this unfair labor practice.***