

SUMMARY OF DISTRICT BARGAINING PROPOSALS

Unless otherwise noted, the District's proposals will become effective upon the ratification by UTLA.

ARTICLE	MAJOR CONCEPTS
I. Recognition	<ul style="list-style-type: none"> Name change to Arts Education Itinerant Teacher
IX. Hours, Duties and Work Year	<ul style="list-style-type: none"> Agree to library media teacher name change. Agree with the "24 hour" in advance for faculty meeting agenda posting. Agreed to the clean-up language on air conditioning. Replacement pay for Early Ed Teachers if no conference period is provided.
IX-A: Assignments	<ul style="list-style-type: none"> Provided the word "documentation" in the dispute language. Agree to notify the UTLA Chapter Chair of vacancies and openings for after initial selection.
IX-B: Professional Development	<ul style="list-style-type: none"> District shall provide high-quality PD regarding culturally responsive curriculum to educators. PD that extends into faculty meeting time counts toward the annual 30-faculty meeting limit.
X: Educator Development and Support	<ul style="list-style-type: none"> Establishment of an Evaluation Work Group (3 UTLA appointees + 3 District appointees) for itinerant employees.
XI-B: Master Plan	<ul style="list-style-type: none"> Up to \$5400 stipend for everyone teaching in target language in Dual Language/New Comer Program. Elimination of the 1/3 ELL requirement. \$1000 Dual language Micro credential
XIV: Salaries	<ul style="list-style-type: none"> 2022-23 4% ongoing and 3% retention bonus 2023-24 4% ongoing and 3% retention bonus Additional Salary increases following ratification: Nurses/NP's - \$20,000 Special Education Teachers - \$2500 Early Education Teachers - \$1000 D table (e.g. PSA/PSW/School Psychologists) \$3000
XV: Salary Point Credit	<ul style="list-style-type: none"> Allow salary point credit for District paid conferences so long the employee is not paid to attend.
XVIII: Class Size	<ul style="list-style-type: none"> Addressed in Access, Equity & Acceleration Sideletter
XIX: Substitute Employees	<ul style="list-style-type: none"> Conference periods (and RP) for those in long-term assignments.
XXI: Adult and Career Education	<ul style="list-style-type: none"> One hour paid conference for every 10 hours of assigned class hours.

	<ul style="list-style-type: none"> ● Creation of an Adult Ed Matrix process.
XXII: Special Education	<ul style="list-style-type: none"> ● Add one sub release day per year (total of 3) for IEPs.
XXIII: Early Education Centers	<ul style="list-style-type: none"> ● [Replacement pay if no conference period is provided] ● Accommodate Chapter Chair periodic assignment to early shift with 5-days notice.
XXIV: Student Discipline, Legal Support and Property Loss	<ul style="list-style-type: none"> ● Agree with some of the positive student behavior and support language.
XXV: Academic Freedom and Responsibility	<ul style="list-style-type: none"> ● Provided revised District Assessment Committee language
XXVII Shared Decision Making and School- Based Management	<ul style="list-style-type: none"> ● Include Arts Education representatives in the Itinerant Personnel Local District Advisory Committee
XXX: Special Committees	<ul style="list-style-type: none"> ● Agree to clean-up language
XXXI: Working Conditions	<ul style="list-style-type: none"> ● Agree to a version of the Technology Committee –

Access, Equity & Acceleration Sideletter, including:

- Targeted class size reduction for priority schools.
- Up to \$6000 in Microcredential Stipends at priority schools
- Additional \$7500 stipend for NBC teachers at priority schools.
- Substitute incentive pay at priority schools.
- \$2000 incentive for PSAs, PSWs & Nurses, at priority schools.