

LAUSD'S RESERVE IS \$3.4 BILLION

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 UTLA Bargaining Team has taken those demands to the bargaining table. **LAUSD ended last school year with \$3.4 billion in reserves, yet they continue to ignore the needs of students and the need to attract and retain educators during a historic shortage crisis.**

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

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

ISSUE

OUR PROPOSAL

LAUSD

PAY INCREASES: CLOSE THE EDUCATOR WAGE GAP

- 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.

- 20% increase over 2 years
- Pay equity for Adult Ed, CTE, Early Ed, and Subs
- Expanded differentials

4% each year plus stipends only for some and one-time bonuses

SMALLER CLASS SIZES & MORE STUDENT SUPPORT

- 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 are too high.
- 80% of schools still have no full time nurse.

- 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

Temporarily reduce class sizes in a few grades in 100 "priority schools" of their choosing

END OVER-TESTING

- 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.

- LAUSD should not mandate any test not required by the state or federal government.

KEEP OVER-TESTING STUDENTS

EQUITY FOR SCHOOLS & COMMUNITIES

- 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.

- Every school must have:
 - 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

- The 34 Community Schools have shown how schools with resources for family/community/youth engagement, broadened curriculum, and wrap-around services can transform education.

- Expand on the successful 34 to fully fund 136 Community Schools.
- Expand the Black Student Achievement Program.

NO PROPOSAL

OCTOBER 19: WE HIT THE SIDEWALKS

School-Site Picketing Across LAUSD to Fight for a Contract

Carvalho felt our collective power and backed off his attempt to force his bad schedule for optional days on staff and schools.

Despite starting the school year with \$3.4 billion in reserves, LAUSD:

- refuses to offer the pay raise we need to attract and retain educators in the midst of a historic shortage.
- refuses to reduce class size at every school and hire the staff our students need.
- refuses to end over-testing.
- refuses to address critical community needs, like housing, immigrant support, green public schools, the Black Student Achievement Plan, and expanding Community Schools.

October 19 school-site pickets will send another unmistakable message of unity:

We demand LAUSD negotiate an agreement on our full package of bargaining proposals: the Beyond Recovery Platform.



Massive participation in morning pickets before school on October 19 is crucial for connecting with LAUSD families and escalating our actions to win.

Our Beyond Recovery Platform is about the whole student, the whole school, and the whole community because that is what shapes our work as educators.

UTLA | UNITED TEACHERS
LOS ANGELES

Students deserve a foundation of educational supports in EVERY SCHOOL, EVERY DAY of the school year.