

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Los Angeles Unified School District and United Teachers Los Angeles**  
**January 26, 2023**

**BLACK STUDENT ACHIEVEMENT PLAN (BSAP) SCHOOLS**

The Black Student Achievement Plan (BSAP) was approved by the LAUSD Board of Education in February of the 2020-21 school year. Funding allocations have been earmarked to address the longstanding disparities in educational outcomes between Black students and their non-Black peers. Dating back to the landmark case, *Brown v. Board of Education of Topeka* in which the U.S. Supreme Court declared that segregated schools were unconstitutional, favorable outcomes for Black students and their communities continue to fall below district and national averages of their non-Black counterparts. The perennial trend of Black student underperformance paired with the current landscape of local and national advocacy for racial equity have served as the inspiration to act now. The BSAP addresses the need for culturally responsive curriculum and instruction as the classroom norm, fosters partnerships with community-based organizations with proven track records of success within the Black community and provides increased staffing support to address the academic and social-emotional needs of Black students. The creation and implementation of this plan is a joint effort shared across LAUSD and our community partners.

United Teachers Los Angeles (UTLA) commits to work collaboratively with Local District leadership, the BSAP team, school communities, the staff working group comprised of division points, and the steering committee comprised of community organizations, labor partners, parents and students to implement and monitor the plan.

Pillar 1C of the LAUSD Strategic Plan, Academic Excellence, Eliminating Opportunity Gaps commits to advance the implementation of the Black Student Achievement Plan. In furtherance thereof:

- Teachers at BSAP schools will work collaboratively with the school community to implement BSAP.
- Teachers at BSAP schools will attend all required BSAP professional development in accordance with parties Collective Bargaining Agreement.
- The District currently provides twenty (20) hours of planning time and professional development time at schools listed in Groups 1 and 2 in the Black Student Achievement Plan to develop and implement culturally responsive units of instruction.
- The District currently provides BSAP school funding for instructional materials.
- The District currently provides additional funding for secondary academic counselors, psychiatric social workers, pupil service and attendance counselors, restorative justice teachers and funding for community partnerships.
- Black Student Achievement Program (BSAP) Joint Task Force- LAUSD and UTLA shall establish a joint task force for BSAP. This task force shall meet at least three (3) times a year and provide input on the following:
  - Review the appropriate data to be used for measuring outcomes of BSAP students and successful implementation of the District BSAP plan.
  - The plans for recruitment and retention of Black educators and counselors

- The training and professional development for BSAP Team members and schools
- An annual survey of all personnel at BSAP schools to analyze and address staff attrition levels and success of BSAP implementation.

This agreement is for the 2023-2024 and 2024-2025 school years and will sunset on June 30, 2025.

It is so agreed:

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LAUSD

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UTLA

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