

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Los Angeles Unified School District and United Teachers Los Angeles**  
**February 15, 2023**

**SPECIAL EDUCATION STAFFING**

In an effort to recruit and retain Special Education educators, and in recognition of the challenges in doing so, the Los Angeles Unified School District (District) and United Teachers Los Angeles (UTLA) agree to the following upon the ratification of this agreement:

1. As part of an overall compensation agreement, effective the first full pay period following ratification, UTLA bargaining unit members working in Special Education shall be moved to the newly developed SE Salary Table. The SE salary table will take the T table rates and add \$2,500 to the pay scale levels and groups for C basis after the percentage raise in the final salary agreement reached by the parties is applied.
2. As part of an overall compensation agreement, effective the first full pay period following ratification, UTLA bargaining unit members assigned to the C Basis D Table (with the exception of Nurse Practitioners moving to the NP Table) shall have their annual salary increased by \$3,000 after the percentage raise in the final salary agreement reached by the parties is applied. The increase applied to the C basis pay scale levels and groups, and the new hourly rate shall then be used to calculate the increased rates for all other bases.
3. The District will implement a Special Education Educator Recruitment Workgroup comprised of up to five (5) members appointed by the District, and up to five (5) members of the UTLA bargaining unit, appointed by United Teachers Los Angeles.
4. The recruitment and retention workgroup shall meet six (6) times per year – outside of daily' onsite obligations - to provide recommendations. UTLA bargaining unit members of the workgroup shall be compensated for these meetings at their regular hourly rates.
5. Based on workgroup members' availability and District discretion, UTLA bargaining unit members may be included in recruitment events, including those outside of the County of Los Angeles and the State of California.
6. The District agrees to take up in reopener negotiations in 2024-2025 the issues of special education class size and special education caseload size.

This non-precedent setting agreement is in effect for the term of the 2022-2025 Collective Bargaining Agreement, after which it may be renewed by mutual agreement of the parties.

It is so agreed:

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LAUSD

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UTLA

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DATE

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DATE