



BARGAINING UPDATE

March 1, 2023

ISSUE	UTLA	LAUSD
Salary	20% increase over 2 years	10% increase over 2 years, with some one-time bonuses
Class Size	Reduce class sizes by 4 in all grades at all schools over 2 years	Reduce class sizes by 1 student in grades 4-8 starting in 2023-24 and by 1 student in grades 9-12 starting in 2024-25
Student Support Staffing	Reduce student to PSW, PSA, and School Psychologist ratios to 350:1 and the student to secondary counselor ratio to 300:1 over 2 years	Additional PSAs and PSWs in 100 high-need schools chosen by LAUSD
Special Education	Enforceable class size caps, reduce autism class sizes by 2 students, limit SDC classes to 2 grade levels, and 3 paid release days per semester for mandated assessments	Rejected proposals on class size and caseload limits; proposed \$2,500 differential for Special Education and \$3,000 for all C-Basis D-table members
Assignments	Elimination of combination classes	Rejected this proposal
Hours, Duties, & Work Year	6-hour onsite obligation for non-classroom employees and prep time for elementary teachers	Rejected these proposals and proposed adding 1 hour of on-site duty every Monday & Thursday for members with a 6-hour onsite obligation
Master Plan	Expand and increase differentials for multilingual and dual language educators, and include ASL in differential eligibility	Stipend for teaching target language in Dual Language & Newcomer programs
Shared Decision Making	Provide Local School Leadership Councils with control over most site budget money	Rejected this proposal
Testing	Eliminate tests not required by the state or federal government	Rejected this proposal
Early Childhood Education	Pay equity for ECE teachers, including \$1,000 increase* to every cell in the salary schedule, Early Ed-specific PD, after-work trainings paid at PD rate, no closing shift for chapter leaders so they can attend UTLA Area meetings, placement on T salary schedule for ECE teachers with BA & teaching credential *in addition to any overall salary increase won for UTLA members	Agreed to our demands except for the essential pay equity demand to place ECE teachers with a BA & teaching credential on the T salary schedule



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Community Schools	Expand current 34 Community Schools by the number approved by the state for Community School implementation (district submitted 22 schools) and provide additional ongoing funding. Ensure contractual oversight structure with educator-community representation	Rejected these proposals
Black Student Achievement Plan	Increase student support staffing and provide stipends to attract and retain educators at BSAP schools. Ensure contractual oversight structure with educator-community representation	PD and weak staffing guarantees and side letters on establishing Steering Committees
Healthy, Green Schools	Remove lead from all school drinking water. Create task force with mandate to provide plan to implement Climate Literacy Curriculum, convert to all-electric bus fleet, installation of solar panels and EV chargers, and more by Dec. 31, 2023	Only proposed side letter to create climate task force without mandate for action
Working Conditions	Appropriate workspace for itinerant educators, daily cleaning regimen for classrooms and schools, healthy food options, support for unhoused students, updated technology, investment in instruments and music supplies, and funding for library books	Rejected these proposals and refuses to acknowledge in the contract that our working conditions are our students' learning conditions
Adult Education	Fair process for assignments, \$10 split shift differential, paid prep time, job security for CTE educators	Offered only minimal prep time. Rejected compensation for split shifts and job security for CTE educators. No agreement yet on process for assignments

Escalating pressure and growing momentum for the March 15 rally forced the district at our last bargaining session to bring new proposals to the table for the first time in months.

Now we double-down on building a big display of power on March 15 to force Carvalho to move even more.

Like UTLA members, SEIU Local 99 members have been demanding that LAUSD use its \$4.9 billion in reserves for better pay, more staff, and more supports for students.

On March 15, tens of thousands of UTLA members, SEIU 99 members, and parents will unite to demand Carvalho invest in staff, students, and schools NOW.

