

BUILDING ON OUR WINS: 2023-24 GOALS

Our historic contract campaign and the power of our 3-day solidarity strike with SEIU Local 99 puts us in a powerful position to implement, defend, and build on our victories.

For the 2023-2024 school year, UTLA elected leadership and Chapter Leaders agreed on five goals to keep winning for LA schools:



1. Secure Our Healthcare

The current Multi-Union Healthcare Agreement expires on December 31, 2023 and negotiations have begun.

Current projections indicate that if the district does not significantly increase healthcare funding to keep up with rising costs, then the district could try to unilaterally deduct premium contributions from employee paychecks and require retirees to make premium contributions. This is completely avoidable; the district has the funds to ensure LAUSD employees have the healthcare we need.

Together, the eight LAUSD Unions in the Multi-Union Health Benefits Negotiations are demanding:

1. A three-year agreement to cover 2024-2026
2. The district increase funding to fully cover premium costs and avoid employee or retiree contributions
3. The district increase the healthcare fund reserve to ensure that employees and retirees won't have to make premium contributions if overall costs unexpectedly surpass the allotted funding

2. Build on Our Common Good Wins

The housing crisis, climate change, and lack of support for immigrant families are destabilizing our profession, our schools, and our city. Our common good wins in the 2022-2025 agreement work toward building a city where all families can live and raise their children.

We will hold the district accountable to their MOU agreements on Housing, Healthy Green Public Schools, and Immigrant Student Support. In these signed MOUs, the district committed to identify unused LAUSD property to develop affordable housing, provide housing and immigration support to students and families, and take steps to mitigate the climate crisis through both education and implementation of green programs across LAUSD's 6,400 acres.

3. Enforce Our Contract Wins

Our collective actions in the streets resulted in significant wins on virtually all of our contract demands — from staffing to class size and so much more. It will take all of us to hold the district accountable to fully implementing the new contract. This will involve training for chapter chairs, member education, proactive enforcement at school sites and district-wide, as well as ensuring full implementation of the district's agreements for the Black Student Achievement Plan and Community Schools.

4. Defend Public Education

Ahead of the 2024 presidential elections, we should expect far-right hate groups to mobilize voters through escalating attacks on public education curriculum that recognizes our diversity and history. Attacks on ethnic studies and LGBTQIA+ curriculum hurt our school communities and undermine public education. In the face of increasing attacks on LGBTQIA+ educators, students, and curriculum — like what we saw at Saticoy Elementary School in June — we must secure our schools as safe havens for educators, students, and families and actively recognize diverse identities.

We will protect LGBTQIA+ educators and students and collectively stand up against right-wing attacks on our communities.

5. Win on Our Priorities in the 2024 School Board Elections

With four School Board District seats up for election in 2024 (BDs 1, 3, 5, and 7), we have the opportunity to shape the terrain of our fight going forward. Electing board members who align with our priorities will require educators from every UTLA Area to knock on doors and talk with voters. It doesn't matter what board district you live or work in because voters trust educators and every vote can have an impact on your life.