

WIN OUR FUTURE: WE CAN'T WAIT

The UTLA **Win Our Future** Platform



During the fall, UTLA members participated in over 665 school site chapter meetings, engaged families and community organizations through surveys, and held community meetings led by Reclaim Our Schools LA to identify the most critical issues to address in this upcoming contract campaign. The 140-member UTLA Bargaining Team has analyzed the reports from those meetings to develop the UTLA **Win Our Future Platform**, which, once approved, will form the basis of our contract proposals and campaign.

This platform represents our broader goals, not specific bargaining proposals — which the UTLA Bargaining Team will later develop from these goals. It also reflects the work that we are doing in coordination with 10 of the largest educator unions in California in the statewide **We Can't Wait** campaign.

This platform builds upon our historic wins from our 2019 Strike and 2023 Solidarity Strike. It is a statement of what UTLA members are committing to fight for, collectively, as we continue to make progress in our response to the historic neglect of public schools, educators, and students.

CLASS SIZE, STAFFING, AND ENRICHMENT

- Class size, caseload, and staffing maximums and ratio reductions
- Increased district accountability including immediate and daily educator compensation for violations in light of LAUSD's failure to implement recently won contract language requiring payment of stipends as penalties for violations
- Additional Special Education caseload/workload reductions (including for DIS Providers) and additional IEP support
- Increase in staff and resources to support Special Education inclusion programs
- Increase in student support staffing, including more School Counselors, PSAs, PSWs, Nurses, Psychologists, Behavior Specialists, and Speech and Language Professionals
- Increase in student access to Dance, Media Arts, Music, Theatre, and Visual Arts programs
- More Custodians, Campus Aides, Supervision Aides, Teaching Assistants, Paraprofessionals, and full staffing of libraries

EDUCATOR RECRUITMENT, RETENTION, AND SUPPORT

- Salary increases and salary scale adjustments to recruit and retain educators
- Compensation for additional work and limits on assignment to additional duties and hours
- Increase in and expansion of masters, doctorate, and other differentials, stipends, and training pay
- Maintenance of fully employer-paid family healthcare and retiree health benefits
- Access to Paid Time Off and Parental Leave
- Mental wellness support for educators
- Technology upgrades
- Increase in and protection of paid preparation time and limits to district-mandated PDs
- Equity and better working conditions for Adult Education, Career Technical Education (CTE), Early Education, State Preschool, Substitute Educators, and all special categories
- Protection of educator academic freedom and autonomy
- Defense against attacks on educators, including digital violence
- Investment in programs to support new educators, with targeted investment in the recruitment and retention of BIPOC, multilingual, and immigrant educators and service providers

SUPPORT FOR STUDENTS, PARENTS, AND SCHOOL COMMUNITIES

- Reduction in district-mandated testing
- Increased investment in Community Schools
- Support for, defense, and expansion of the Black Student Achievement Plan and Ethnic Studies
- Increased support for immigrant students and families, with and without documentation, including support for newcomers
- Increased support to meet the needs of English language learners
- Campus safety through educator and student support programs that do not police and criminalize youth, including investment in restorative justice support, additional staff on campuses, and Safe Passage programs
- Increased investment in student mental health and social-emotional support
- Increased commitment from LAUSD to help combat the housing crisis by increasing support for students and families experiencing homelessness or housing insecurity and by converting vacant district property into affordable social housing for students and families
- Increased support for the most vulnerable students, including students in foster care and students experiencing trauma and exploitation
- Strengthened policies to support LGBTQIA+ students, educators, and staff
- Updated technology and guaranteed home internet access for all students and families
- Cost-free Early Education for all
- More Parent Representatives and programs to assist families in supporting students
- Increased investment in college and career preparation, including Career Technical Education pathways

STABILITY FOR SCHOOLS AND PROGRAMS

- Protections against layoffs and program cuts, displacements, and disruptions to continuity of student service
- Increased purview of Local School Leadership Councils
- Protection of school site budgets and increased funds for supplies, programs, and positions
- Re-establishment of interest holder panels for administrator interviews
- Ban on subcontracting of employee work and protections against displacement or replacement by artificial intelligence and other technology
- Increased protections against charter school co-location and increased charter school accountability
- Protections from disruptive top-down initiatives
- Public action by LAUSD in support of initiatives that permanently increase state funding for public schools

HEALTHY, CLEAN, AND GREEN PUBLIC SCHOOLS

- Removal of lead pipes and access to clean drinking water
- Facilities improvements, including functioning air conditioning, ventilation, and heating systems in every school
- Investment in green spaces, shaded areas, and playgrounds on every school campus
- Expansion of green infrastructure updates, including solar panels, electric buses, Electric Vehicle charging stations, and recycling programs
- Investment in programs and policies to advance environmental justice, climate resilience, and disaster preparedness in our school communities
- Increased staff and supplies for clean and healthy schools

STATEWIDE COORDINATION FOR STATEWIDE POWER

The We Can't Wait Campaign

UTLA is united with the largest educator unions in the state of California to coordinate our demands and actions through the California Alliance for Community Schools.

The **We Can't Wait** campaign demands are consistent with the demands identified by UTLA members and are reflected in the UTLA **Win Our Future** platform.

1. Fully Staffed Schools
2. Closing the Educator Wage Gap
3. Stability for Our Students and Communities

CALIFORNIA ALLIANCE FOR COMMUNITY SCHOOLS MEMBERS

- Anaheim Secondary Teachers Association
- Berkeley Federation of Teachers
- Natomas Teachers' Association
- Oakland Education Association
- Sacramento City Teachers Association
- San Diego Education Association
- San Jose Teachers Association
- Twin Rivers United Educators
- United Educators of San Francisco
- United Teachers Los Angeles
- United Teachers of Richmond

