

# BARGAINING UPDATE: ZERO ON SALARY & ZERO SOLUTIONS FROM LAUSD

## WHAT WE FACE

**LAUSD wants to cut healthcare funding.** Every employee could end up paying hundreds of dollars a month just to keep healthcare coverage.

**ICE agents and federal troops are occupying Los Angeles, terrorizing LAUSD families, students, and staff.** The Trump Administration is gutting essential public services and pushing an agenda to divide, silence, and erase diverse communities. Rent and housing prices continue to rise, driving families out of LA.

**Last year, LAUSD shorted educators by spending \$757 million less on classroom salaries and benefits than is required by law.** The starting rate is too low to bring in new educators and the salary scale does not incentivize educators to stay in LAUSD.

**LAUSD expects more and more work without additional time or pay.** With no paid parental leave, LAUSD employees are forced to choose between having a family and paying the bills.

## UTLA'S PROPOSAL

**Fully Funded Healthcare**  
Fully funded three-year commitment with zero out-of-pocket cost to members and retirees.

*(Healthcare is bargained between all employee unions and LAUSD)*

## Support for Students & School Communities

- \$500K Immigration Fund, legal clinics, release days, supports for staff, and stronger protocols against assisting ICE
- More support for LGBTQIA+ students and staff
- More support for BSAP
- Increased funding for Community Schools
- More housing supports for families
- Use vacant LAUSD land for affordable housing for LAUSD families

## Recruitment & Retention

Fix the broken salary system with consistent anniversary increases, a more attainable salary credit threshold, and increases at every level (resulting in an average 21% increase over two years).

## Support & Sustainability

More prep time, compensation for additional work, limits on supervision and testing, support and resources for Special Ed Inclusion, and paid parental leave.

## LAUSD'S RESPONSE

Wants to freeze district contribution levels and make changes to include a high-deductible plan. Increased costs would be shifted onto individual employees — a pay cut for everyone, even retirees living on a pension.

Refuses to formalize programs for immigrant and housing support, refuses to invest enough into BSAP, and has not even made a proposal on Community School funding.

While LAUSD has made some movement on LGBTQIA+ support, it's not enough.

Over six months and no response.

Rejected every single proposal to limit workload and testing and refuses to contribute a penny to parental leave.

## WHAT WE FACE

**LAUSD fails to track and enforce class size and caseload caps** forcing educators to take on unmanageable workloads without extra compensation.

LAUSD fails to provide the most basic supplies. **Top-down cuts to programs harm students and threaten our schools.** The use of Artificial Intelligence and subcontracting undermines the work of union employees.

Voters approved a \$9 billion bond to pay for LAUSD facility improvements, yet **schools still have lead-contaminated water and students and educators are still suffering in 105-degree heat** without air conditioning or adequate shade.

## UTLA'S PROPOSAL

### Class Size & Staffing

(1) LAUSD pays employees a penalty of \$100 per day for class size and staffing violations, (2) class size cap reductions in grades 11 and 12 and all non-academic classes, and (3) improvements to PSA, PSW, School Psych, and Counselor ratios.

### More Stability for Schools & Programs

LSLC control over school-site budgets and PD, additional funding for supplies, and protections against displacement, program cuts, subcontracting, and AI.

### Healthy, Clean, & Green Schools

Clean drinking water, HVAC upgrades, shade and playgrounds on every campus, more green space, climate mitigation, and protocols for disaster preparedness.

## LAUSD'S RESPONSE

Rejected every single proposal to address class size and even proposed increasing the class size maximum for Autism Alt Curriculum classes.

Rejected every single proposal to create more stability for schools and programs.

Refuses to establish timelines or commit to prioritizing these improvements.

# SEPT 16: MORNING PICKETS AT SCHOOL SITES

The district had all summer to prepare to come back to bargaining with real movement on our demands that reflect their \$4.9 billion in reserves — and they failed.

The district is content to sit on the largest school reserves in the country while our communities are under attack, educators are overworked and underpaid, and students and schools are underresourced.

**On the morning of September 16, UTLA members will picket in front of schools to show we will not back down in the fight for what educators, students, and families need.**