

UTLA Proposal 2-21-25
District Counter 5-28-25
UTLA Counter 6-17-25
District Counter 8-20-25
UTLA Counter 10-21-25

ARTICLE XXV-B

BLACK STUDENT ACHIEVEMENT PLAN (BSAP)

UTLA Proposes to incorporate the language from the current MOU into this article, with the changes noted in bold:

BLACK STUDENT ACHIEVEMENT PLAN (BSAP)

1.0 Black Student Achievement Plan Schools: The Black Student Achievement Plan (BSAP) was approved by the LAUSD Board of Education in February of the 2020-21 school year. Funding allocations have been earmarked to address the longstanding systemic disparities and failures in educational opportunities and outcomes between Black students and their non-Black peers. The BSAP addresses the need for culturally responsive curriculum and instruction as the classroom norm, fosters partnerships with community based organizations with proven track records of success within the Black community and provides increased staffing support to address the academic and social-emotional needs of Black students.

2.0 A Black Student Achieve Plan Steering Committee (BSAPSC) shall be maintained to support the implementation, **expansion,** and maintenance of the Black Student Achievement Program (BSAP):

- a. The BSAPSC shall be composed of fourteen (14) members, with seven (7) appointed by the District and seven (7) appointed by UTLA. ~~No less than three (3) of the appointees by both parties shall be from community organizations named in the "Strategic Priorities for Elevating and Advancing Black Student Success" LAUSD Board Resolution adopted on February 9, 2021.~~ Steering committee members will commit to serve a one-year term ~~starting July 1, 2023,~~ though members can serve more than one year if a party re-appoints them. The appointment /re-appointment date shall be June 1 of each year, ~~starting June 1, 2023.~~

The BSAPSC shall meet once per month during the school year.

- b. The 14 member BSAPSC shall be co-chaired by one appointee from the District and one appointee from UTLA. The co-chairs, with the support of staff, shall set the schedule of meetings, agendas, etc.
- c. In making its recommendations, the BSAPSC will make every effort to strive for consensus. In cases where that is not possible, recommendations will be made by majority vote of the fourteen (14) voting members.

- d. No provision of this article shall be interpreted to discourage or inhibit parents, students, community members, or community organizations from actively advocating in support of effective implementation, expansion, and maintenance of the Black Student Achievement Plan.
- e. The BSAPSC will make recommendations on collection of data to be used for measuring outcomes of BSAP students and successful implementation of the District BSAP.
- f. The BSAPSC will recommend culturally relevant trainings and professional development for BSAP team members and schools.
- g. The BSAPSC will discuss feedback received from those participating in the BSAP program when making recommendations for program implementation.
- h. The BSAPSC will be invited to participate in the RFP process to serve as evaluators and vendors.

3.0 Auxiliary Period: In high schools designated by the District as group 1 or group 2 BSAP schools, an auxiliary period shall be provided in order to implement an African American Studies course.

4.0 BSAP Group 1 schools shall receive a flexible grant, which shall vary based on the number of eligible students and may be used to purchase culturally responsive resources including but not limited to:

1. Culturally Responsive School PD-Curriculum Audit
2. Culturally Responsive Curriculum Grant
3. Teacher PD Time and Planning Time
4. Community Partnerships
5. Teacher Residency-Black Educator Pipeline
6. Secondary African-American Studies Course- teacher PD and Resources
7. Flexible School Grant
8. 6-hour Community Representative
9. School Counselors
10. PSW
11. PSA
12. School Psychologist
13. Restorative Justice Teacher
14. School Climate Advocates
15. Safe passages partnerships
16. Parent Workshops and Community Fair

17. Historically black Colleges and Universities Tour
18. Spotify Math and Music Technology and Teaching PD
19. Black Cultural Arts Passport
20. Black Student Union Grant
21. STEM Makerspace Labs

5.0 Each Group 1 BSAP school shall be allocated a centrally funded "BSAP Team" consisting of one (1) Pupil Services and Attendance Counselor (PSA), one (1) Psychiatric Social Worker (PSW), one (1) School Counselor and one (1) Restorative Justice Teacher. These positions are funded through centrally-allocated District BSAP funds and are provided to all BSAP schools in addition to any positions outlined in Article XVIII of this Agreement or the Student Support Staffing MOU.

5.1 Each Group 2 BSAP Elementary school shall be allocated one (1) Pupil Services and Attendance Counselor (PSA) funded through centrally allocated District BSAP funds and provided in addition to any positions outlined in Article XVIII of this Agreement or the Student Support Staffing MOU.

5.2 Each Group 2 BSAP Secondary school shall be allocated one (1) School Counselor funded through centrally allocated District BSAP funds and provided in addition to any positions outlined in Article XVIII of this Agreement or the Student Support Staffing MOU.

5.3 PSA and PSW counselor BSAP team members shall be assigned on B-Basis

6.0 Transparency: The district shall annually provide a report to UTLA:

- a. The district shall provide an annual BSAP budget report including central District and school-based BSAP expenditures.
- b. Unspent money allocated to the BSAP program will be rolled over to the following year. The BSAPSC shall create an end of year report with recommendations on how to spend rollover funds aligned with the purpose of BSAP.

8.0 In accordance with Article XIX, Section 8.0, schools designated by the District as BSAP Schools shall be provided, to the extent allowable by law, additional consideration when determining Proposition 30 co-location offers.