

MEMORANDUM OF UNDERSTANDING: AUTONOMOUS SCHOOLS

1.0 The Parties agree to continue to honor Pilot, ESBMM and LIS plans that have been previously approved through the Request For Proposal (RFP) process during the 2025-2026 school year.

2.0 Upon the conclusion of the one-year period noted above, all existing Pilot MOUs, ESBMM and LIS plans shall sunset.

3.0 The term "Pilot School" shall be defined as a school that is piloting innovative practices and may waive certain elements of the contract, as defined in their Pilot School Plans. The Pilot School Plan supersedes any contradictory contract language, but with the exception of contradictory language, all elements of the contract apply. All Pilot School Plans must be approved by UTLA and the District.

4.0 Existing Pilot Schools may continue under the new definition of Pilot Schools, and ESBMM and LIS schools may transition to Pilot Schools. Pilot School plans may include any combination of the following waivers to the contract:

a. Professional Development: Purview over all site-based professional development, including all banked time PD referenced in Article IX - B Section 2.0, and all professional development scheduled after school. The only professional development that cannot be determined by GSC or LSLC is that which is mandated by the state or federal government.

b. Curriculum: Purview over curriculum and pedagogy

c. Scheduling: Purview over schedules for the instructional day, schoolday, workday, and school calendar (in accordance with California Ed Code requirements for instructional minutes and staff onsite obligation)

d. Staffing: Ability to form committees for the selection of all full-time, certificated staff including administrators (with the Superintendent having final authority)

e. Budget: LSLC or GSC purview over all school based budgetary matters except for any categorical funds and Title I funding which fall under the purview of School Site Council. All Pilot Schools will have the option for pure, per-pupil funding

f. Election to Work Agreement (EWA): Ability to require UTLA-represented staff to sign annual EWA (including length of work year, length of work day, professional development time in and out of school, summer work). The EWA shall be created by the GSC or LSLC and shall be given to affected staff no later than February 15 of the previous school year. By a 50% + 1 vote, affected UTLA Bargaining Unit staff (those who sign EWA) may vote to override the EWA, sending it back to the GSC or LSLC for possible re-working. If the EWA for an upcoming school year has not been approved by March 15, the staff will vote to continue use of the previous year's EWA, or to suspend the use of the EWA until the following year. The school may vote to permanently discontinue use of the EWA by a 50% + 1 vote of all UTLA-represented staff (those who sign EWA) held no later than February 15 of the previous school year.

g. Governance: Pilot Schools may choose to have LSLC (defined in Article XXVII) or Governing School Council, which mirrors the composition of School Site Council and approves the annual Election to Work Agreement (if applicable).

h. Other Waivers: Upon mutual agreement of UTLA and LAUSD, Pilot Schools may write additional contract waivers into their Pilot School Plans.

5.0 A Pilot School Steering Committee (PSSC), composed of equal numbers of LAUSD- and UTLA-appointed members, will meet no fewer than four (4) times per year and engage in the following:

a. Support existing Pilot, ESBMM, and LIS schools in making the decision to become Pilot Schools or traditional schools

b. Support existing Pilot, ESBMM, and LIS schools wishing to become/remain Pilot Schools in writing updated Pilot School plans

c. Develop an RFP process to allow new schools to enter Pilot School status

d. Collaborate with LAUSD Office of Pilot Schools to develop a Pilot School Network that provides professional development and networking opportunities for administrators, educators, and community members at Pilot Schools

e. Provide additional support and guidance as needed to Pilot Schools

UTLA Proposal 2-21-25  
LAUSD Proposal 4-28-25  
UTLA Proposal 10-7-25

6.0 Pilot Schools may vote to exit Pilot School Status by a 50% + 1 vote of all UTLA-represented staff (working at least 50% of their time at that site) held no later than February 15 of the previous school year.

7.0 To support schools with the maintenance of their Pilot School plans and the implementation of this MOU, beginning with the 2025-2026 school year, the current position of Autonomous Schools Coach will transition to a Pilot Schools Coach and shall remain a full-time, District-funded E-Basis UTLA bargaining unit member.