

BARGAINING UPDATE: NO MOVEMENT FROM LAUSD ON CORE ISSUES



In the ramp up to the November 6 Regional Rallies, LAUSD backed off its healthcare proposal, which would have resulted in employees starting to pay for healthcare in 2027. We have also reached positive Tentative Agreements on other important issues. **Now LAUSD needs to make movement on core issues like salary, class size, staffing, and more to move bargaining forward.**

At the November 10 bargaining session, LAUSD's finance team gave a budget presentation to the UTLA bargaining team. The district confirmed our calculations: One, **LAUSD has \$5.03 billion in reserves.** Two, **LAUSD has de-prioritized UTLA members in the budget.** Relative to other expenditures, spending on UTLA members has dropped by 9% since 2013-14. Fixing that would be more than enough to fund our salary proposals.

DISTRICT HAS NOT SIGNIFICANTLY MOVED ON:

- **Salary schedule and pay increases** (our demand is to fix the salary schedules with an 18% average increase in year one and 3% in year two; their current offer is 2% + 2%)
- **Lower class sizes** in 11th and 12th grade and non-academic classes
- **Pay for class size and staffing ratio violations**
- **Lower caseloads/more staffing for PSAs, PSWs, and school psychologists**
- Spending the unspent \$51 million in Prop 28 money on **more Arts educators**
- **Prep time for elementary teachers**
- **Increased investment in Special Education** (including inclusion supports, caseload caps, and DIS coverage or paid time when out)
- **More funding for Community Schools**
- **Clean schools and fully stocked bathrooms**
- **Parental leave**
- **Protections against AI-related job loss** and limits on subcontracting
- And other important issues

WE HAVE MADE SOME PROGRESS ON:

- Improved ratios for high school counselors
- Stronger supports for immigrant students and staff
- For Adult Education, support for tenure positions and paid prep time within workday parameters

TENTATIVE AGREEMENTS REACHED:

Article X Educator Development, Support, and Evaluation

- Educators can request evaluation by an administrator who holds their same credential
- Allotted and protected absences cannot be noted on the final evaluation
- More transparency in Inadequate Service Report process for substitute educators

Article XXIV Positive Student Behavior

- LAUSD required to take action when the code of conduct is violated, consistent with policy
- Communication in circumstances of a threat assessment
- Clarity on reasonable intervention by educators to break up a fight or other disturbance
- Safety meeting and plan within three days of physical or psychological harm to an educator

Article XII-B Charters

- Eliminates self-destructive policy of providing employees with leave from LAUSD to start a charter school

Article XXVIII Safety

- Faculty meeting within 48 hours of emergency or significant/traumatic event to provide updates and resources

- Chapter Chair and principal meet on program supports and resources
- LAUSD must make every reasonable effort to provide comprehensive mental health response
- Districtwide safety committee to evaluate responses and recommend improvements

MOU on Green, Healthy Schools

- Expands UTLA's influence over green infrastructure projects and will allow us to put even more pressure on the district to use the \$9 billion from voter-approved bond measures on much-needed greening and school facilities updates

MOU on Increased Support for LGBTQIA+ Staff and Students

- Allows UTLA input on policies to address harassment and staff and student support systems
- Recognition of affirmed names and gender identity

MOU on Professional Growth

- Creates professional growth task force to support career advancement

Above info as of 11/13/25. All members will vote on the total package of TAs when we win the contract we are fighting for.



Beaudry

NOVEMBER 6 REGIONAL RALLIES



Harbor



West



Valley



South

THE BIGGEST YET