

LAUSD REFUSES TO MOVE— VOTE YES ON STRIKE AUTHORIZATION

A YES vote authorizes the UTLA Board of Directors to call for a strike if necessary to settle a fair contract.

UTLA PROPOSAL

Fix the inconsistent salary schedule and provide educators with an **average 18% raise in year one and 3% in year two**

Meaningful support for special education programs and schools transitioning to the inclusion model

Improve ratios for Psychiatric Social Workers and Pupil Services and Attendance Counselors to 400:1

Increase the number of School Psychologists to one per school, with an additional psychologist at schools serving more than 1,000 students

Paid parental leave

Increase Arts Education and Physical Education positions and **additional prep time** for elementary educators

Increase funding for Community Schools

\$100 penalty for all class size and staffing violations and smaller class sizes for Early Education

Limit subcontracting

Take action on declining enrollment through **new child care centers, affordable housing, and support for immigrant families**

LAUSD RESPONSE

→ A 2.5% raise in year one, 2% in year two, and one-time money that **doesn't fix** the salary table

→ **Failed** to adequately address these needs

→ **Rejected** proposal outright

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The 150-member UTLA Bargaining Team endorses a YES vote



BIG WIN: HEALTH BENEFITS TA FULLY FUNDS HEALTHCARE

The agreement reached between the eight employee unions and LAUSD maintains fully paid healthcare and sidelines the district's attempts to start passing costs on to employees. The agreement:

1

Maintains fully paid healthcare for employees, dependents, and retirees

The district agreed to fully fund healthcare coverage in 2026 and 2027. LAUSD's original proposal was to freeze its contribution to healthcare and start passing costs on to employees.

2

Preserves dual-employee coverage

This agreement protects all employees and their healthcare regardless of their marital status. The district's initial offer was to eliminate dual coverage — LAUSD wanted to take away coverage employees earn through their work.

3

Constrains LAUSD to exploring plan options through the union-majority Health Benefits Committee, not through a contractual mandate

LAUSD wanted to impose a high-deductible option, which can be a first step in undermining our healthcare coverage.

4

Protects the healthcare reserves

This agreement raises the amount from \$100 million to \$125 million in reserves to go toward unexpected costs.

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