

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	LAUSD RESPONSE
Fix the inconsistent salary schedule and provide educators with an average 18% raise in year one and 3% in year two	→ A 2.5% raise in year one, 2% in year two, and one-time money that doesn't fix the salary table
Meaningful support for special education programs and schools transitioning to the inclusion model	→ Failed to adequately address these needs
Improve ratios for Psychiatric Social Workers and Pupil Services and Attendance Counselors to 400:1	→ Rejected proposal outright
Increase the number of School Psychologists to one per school, with an additional psychologist at schools serving more than 1,000 students	→ Rejected proposal outright
Paid parental leave	→ Rejected proposal outright
Increase Arts Education and Physical Education positions and additional prep time for elementary educators	→ Rejected proposal outright
Increase funding for Community Schools	→ Failed to adequately address these needs
\$100 penalty for all class size and staffing violations and smaller class sizes for Early Education	→ Rejected proposal outright
Limit subcontracting	→ Rejected proposal outright
Take action on declining enrollment through new child care centers, affordable housing, and support for immigrant families	→ Failed to adequately address these needs

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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