

IF LAUSD DOESN'T CHANGE COURSE, WE STRIKE APRIL 14



While LAUSD writes blank checks for tech, they are offering educators a paltry raise and refusing to fund the supports and resources students need.

The facts back us up. Too much money is going into the hands of private contractors and not to our classrooms. Spending billions on consultants and for-profit companies while starving schools is not the path to a thriving public school system.

Reality backs us up.

LAUSD has the money to settle our contract.

- LAUSD started the school year with \$5.03 billion in reserves — 35% of total expenditures, when the state only requires reserves of 1%.
- The governor's state draft budget includes a healthy increase in revenue for schools next year.

LAUSD educator pay is in crisis.

- 21% of LAUSD educators earn salaries that qualify them for low-income housing.
- 30% of LAUSD educators have a second job to make ends meet.
- 35% of educators leave LAUSD within five years due to low pay and working conditions.

LAUSD spends billions on contracts instead of in the classroom.

- Since 2022, LAUSD has committed \$10 billion to multi-year private contracts.

LAUSD has a recruitment and retention problem.

- The average LAUSD salary ranks 18 out of 21 comparable school districts — in the bottom 20%.
- More than 700 classroom positions were not filled by a permanent teacher in the 2024-2025 school year.

It's up to us to hold the line and force LAUSD to prioritize investment in educators and students.

Better Pay • More Arts & PE • More PSWs,
PSAs, & Psychologists • More support for
Special Ed • Limits on Subcontracting &
AI • Penalties for Class Size & Caseload
Violations • Support for Immigrant
Families

READY TO STRIKE FOR WHAT'S RIGHT APRIL 14



MEMBER STRIKE FAQ

Would a potential strike affect my health benefits?

As long as you are in paid status (work or paid leave) during the calendar month, the district-paid health benefits continue for that month and you continue receiving district-paid benefits for the next month. Those benefits in the second month are only retroactively rescinded if you don't work at all in that second month. Hypothetically, if we went on strike on April 14, we could be on strike all the way until May 28, go back on May 29, and it would not be an issue. The 2019 strike was six days.

What about probationary teachers. Can we strike?

Probationary employees absolutely have the right to strike, and you should! The law is clear. Union activities like striking are legally protected. Not a single probationary teacher has ever had any retaliation for past UTLA strikes.

Do I have to notify my principal or call for a substitute teacher when on strike?

No. The district should expect that everyone is on strike. You do not need to take any action to notify your principal or call a substitute. Covering your classroom is the district's responsibility. Substitute teachers will be on strike too.

What about the work I do for afterschool services, clubs, teams, and other efforts?

During a strike, UTLA members will withhold ALL of our labor, both during and after the school day. We need to make sure that LAUSD sees how important our work is. During a strike we make them see that by not doing that work – any of it.

What do we do during a strike?

Every day starts with picketing at YOUR school site. From there we will have different actions every day: marches, rallies, meetings, delegations, and other actions to demonstrate our unity.

FAQ FOR TALKING WITH PARENTS

Why strike?

A strike is a last resort for working people to bring about change when their employer – in this case, LAUSD – refuses to listen to their important concerns. After more than a year of negotiations, the school district has failed to adequately address the issues that we know are essential to a healthy, nurturing educational environment, like more counselors and mental health supports for students, better pay to attract and retain educators, and more arts and physical education classes.

Doesn't a strike hurt students?

We believe the real harm to students is a school district that commits \$10 billion for contracts with private companies and stores billions of dollars in reserves instead of spending it on your children and their classrooms. The district is losing teachers – 35% leave within their first 5 years on the job. Teachers are trying to turn things around.

Does LAUSD have the money for UTLA's demands?

Yes, LAUSD started the school year with \$5 billion in reserves – the most of any school district in the state. In addition, the governor's state draft budget includes a healthy increase in revenue for schools next year.

What will I do with my child during a potential strike?

Educators cannot encourage students to miss school. Whether you have your child come to school or find other arrangements at work or at home, you can show your support for educators and end a strike quickly by joining teachers on the picket line at your school in the morning and afternoon, if your circumstances allow. That said, during the 2019 UTLA strike and the 2023 solidarity strike, most students stayed home.

FIVE WAYS PARENTS CAN HELP

- 1. Walk the picket lines alongside us and join our rallies.**
- 2. Restroom access and parking:** Parents, community members, and local businesses can open their home or business for restroom access and offer parking near the school site during a strike.
- 3. Support signs:** Parents, community members, and local businesses can display "We Stand With Educators" signs in the window or in other public-facing spaces.
- 4. Post on social media:** Tag @UTLANow, and like and share UTLA's posts on Facebook, Instagram, Twitter, and TikTok.
- 5. Email the LAUSD school board and acting superintendent Chait:** Urge them to settle a fair contract that prioritizes investment in our schools and classrooms.

