



LAUSD INACTION IS FORCING A STRIKE

If They Don't Change Course, We Strike on April 14

LAUSD Pay Is Too Low

- 21% of LAUSD educators earn salaries that qualify for low-income housing.
- 35% of new educators leave LAUSD within five years.
- LAUSD average educator pay ranks 18 out of 21 comparable districts.

LAUSD Can Fund Our Demands

- LAUSD committed \$10 billion to outside contractors, including \$2 billion to tech companies, while offering crumbs to educators.
- In 2019 LAUSD said our proposals would break the bank, but their reserve grew by \$3.5 billion by 2023.
- In 2023 LAUSD again said they couldn't afford our proposals, but they started this school year with \$5.03 billion in reserves.
- LAUSD has tricks to hide money, like budgeting \$1.47 billion for Books and Supplies – \$917 million more than they plan to actually spend in 2026.
- The state budget allocation to LAUSD is looking bigger every month due to rising revenues and Prop. 98 funding guarantees.

DEMAND	UTLA PROPOSAL	LAUSD RESPONSE																
Salary	<ul style="list-style-type: none"> • Average salary increase of 17% over two years: <ul style="list-style-type: none"> » Fix the broken salary schedules with fair anniversary increases and salary point advancement » Average 14% raise retro to July 2025 and an additional 3% raise this July • Drop the threshold to advance past the 10-year column from 98 salary points to 70 points <p>Examples from the UTLA Proposal T-Table (As of 7/1/26)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>UTLA Proposal</th> <th>Current</th> <th>Difference</th> </tr> </thead> <tbody> <tr> <td>Start Rate</td> <td>\$80,000</td> <td>\$68,965</td> <td>+\$11,035</td> </tr> <tr> <td>15 Years</td> <td>\$130,031</td> <td>\$113,374</td> <td>+\$16,657</td> </tr> <tr> <td>30 Years</td> <td>\$133,972</td> <td>\$119,239</td> <td>+\$14,733</td> </tr> </tbody> </table> <p>Plus proportional increases on all other scales</p>	Year	UTLA Proposal	Current	Difference	Start Rate	\$80,000	\$68,965	+\$11,035	15 Years	\$130,031	\$113,374	+\$16,657	30 Years	\$133,972	\$119,239	+\$14,733	<p>Not enough to fix the schedules or help educators afford to live in LA:</p> <ul style="list-style-type: none"> • 0% ongoing raise for this school year • 3% one-time bonus for this school year that doesn't count toward retirement • Apply 4% starting July 2026 and 4% starting January 2027 either to the current broken scale or to fixing the scale.
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Special Ed & Inclusion	<ul style="list-style-type: none"> • Address SPED class size and caseload enforcement with a \$75-per-day penalty paid to educators • Commitment to following caps in all settings and protect paraprofessionals • Improve/confirm ratios for Adaptive PE, Speech and Language, Resource Specialist Teachers, and Recreation Therapy • Commit to Modified Core Curriculum cap at 8 • Address needs related to Inclusion with funding for planning time and professional development, 20:1 ratio for RSTs working with students in the Inclusion model, protecting IEP decisions, and more 	<ul style="list-style-type: none"> • Rejected proposal, no movement 																
Class Size & Ratios Enforcement	<ul style="list-style-type: none"> • Enforce all class size and staffing ratios with a \$75-per-day penalty paid to educators for all violations paid to the impacted educator 	<ul style="list-style-type: none"> • Rejected proposal, no movement 																

DEMAND	UTLA PROPOSAL	LAUSD RESPONSE
PSAs, PSWs, & School Psychologists	<ul style="list-style-type: none"> Add 125 PSAs, 125 PSWs, and 125 School Psychologists to the existing centrally funded allocation with additional support for educational options schools 	<ul style="list-style-type: none"> Rejected proposal, no movement
Arts, PE, & Prep Time for Elementary	<ul style="list-style-type: none"> Increase Arts and Physical Education and provide elementary planning time by allocating a half-time Arts or PE position to all elementary schools with less than 300 students and a full-time position to all elementary schools with 300 or more students 	<ul style="list-style-type: none"> Rejected proposal, no movement
Clean Schools	<ul style="list-style-type: none"> Staffing to meet LAUSD's own minimum cleanliness standards Fully stocked bathrooms 	<ul style="list-style-type: none"> Rejected proposal, no movement
Subcontracting & AI	<ul style="list-style-type: none"> Protect against subcontracting and AI replacing educator jobs 	<ul style="list-style-type: none"> Rejected proposal, minor movement
Other Important Issues	<ul style="list-style-type: none"> Additional improvements in compensation, rights, and supports 	<ul style="list-style-type: none"> Rejected proposals, minor movement

Progress Made

Reduced ratios for high school counselors, fixing school psychologists' onsite obligation, stronger supports for immigrant students and staff, parental leave for educators, support for Adult Education tenure and paid prep time, funding for Community Schools, and class size reduction for 11th and 12th academic classes.

Tentative Agreements & MOUs Reached

Professional Development, Temporary Reassignment (Housed Teachers), Educator Development, Support and Evaluation, Substitutes, Positive Student Behavior, Instructional Committees, Safety, Emergency School Closure, Healthy & Green Public Schools, Support for LGBTQIA+ Students and Staff, Career Ladder, Autonomous Schools, and Shared Decision Making.



**Bargaining
Updates
& TAs**