

## TA Summary

After over a year of bargaining, the 150-member UTLA Bargaining Team reached a tentative two-year agreement with the district with big wins. The flexing of our collective power forced LAUSD to direct significant funding into critical priorities identified by UTLA members in the Win Our Future contract demands.

- Broken salary scales fixed for the first time in decades
- Average salary increase of 13.86% with a minimum increase of 8%
- Paid Parental Leave for the first time
- More than 450 new PSAs, PSWs, School Psychologists, and Counselors positions
- Breakthrough Special Education agreement with first-ever 20:1 ratio for RST and planning time at schools with 80% of students in general ed setting for 80% of the day
- Eliminate per-semester stipend and replace with \$500 for +2 or \$1,000 for +3 overage penalty paid to educators per classification period for Special Education class size violations, prorated for secondary.
- Protections against subcontracting and AI
- Contractual commitments in support of immigrant students and families
- Healthcare for substitutes after 93 days of work
- Maintains BSAP staffing

### **A Significant Pay Raise and Restructured Salary Scales That Reward Years of Work**

The current Salary Schedules are 1) too low, 2) have inconsistent and extremely low percentage increases on anniversary of employment, 3) require the equivalent of two master's degrees to move past year 10 on most salary tables. The new salary scales address all of these issues.

Fixing a broken salary scale is complicated, meaning some parts of the scale are increased by a higher percentage than others—you can't fix the scales and have everyone get the same rate at implementation.

Therefore, the bargaining team prioritized 5 things:

1. Fixing the scale structure with rational, uniform percentage increases as one moves across the columns for years of service and down the rows for salary points (some steps had anniversary increases as low as 0.12%).

2. Allowing employees to advance past column 10 at 70 salary credit points as opposed to 98.
3. Getting the largest raise possible at every point on the scale in implementing a new, consistent scale.
4. Making sure that even the minimum raise in the implementation of a new scale was significant.
5. Getting as much money in people's pockets as quickly as possible.

We have achieved all those things over the term of just a two-year contract (with 1 year and 3 months left in it) with the following result:

- 8% raise: 79 members (0.2%)
- 8.01%-10% raise: 9,270 members (28.4%)
- 10.01%-15% raise: 14,482 members (44.3%)
- 15.01%-20% raise: 4,162 members (12.7%)
- More than 20% raise: 4,661 members (14.3%)

To achieve the implementation of this massive restructuring and correction of decades of inequity, the scales and salary increases will be implemented in a staggered method with those receiving the largest increases moving fully onto the new scale later in the contract term but with everyone fully on scale by June 30, 2027.

**How that works is:**

1. The new scales are implemented retroactive to the start of the contract effective July 1, 2025.
2. The retroactive payments for the 2025-2026 school year are capped at 4%—everyone gets a 4% retroactive raise.
3. On July 1, 2026 (less than 3 months from now), everyone gets another raise to go the rest of the distance to the employee's new scale placement. That movement is also capped at 5% over where the employee was after the 4%.
4. On Jan 1, 2027, anyone who is still not fully on the scale gets another raise capped at an additional 8% to get onto or closer to the scale. By this step, 80% of educators are all the way on the scale.
5. June 30, 2027, anyone not fully on the scale will go the rest of the way.

*Movement across columns (years of service) and rows (salary points) are not restricted by the raise caps in each phase of the new salary scale implementation.*

## Examples

**An employee whose full-scale implementation results in an 8% increase:**

- Retro to July 1, 2025: 4%
- July 1, 2026: 4%
- Total: 8%

**An employee whose full-scale implementation results in an overall 17% increase:**

- Retro to July 1, 2025: 4%
- July 1, 2026: 5%
- January 1, 2027: 8%
- Total: 17%

## Specific Salary Schedule Structure and Raises Over Term of the Contract

**T Table (Classroom teachers, Secondary Counselors, Librarians, etc.)**

Column Increases (years of service)

- Columns 1-10: 3.25%
- Columns 11-15: 2.5%
- Longevity Columns: 1.5%

C Basis

- Start raise: +\$8,035
- 15 year raise: +\$11,782
- 30 year raise: +\$11,634

### SE Table

Column Increases (years of service)

- Columns 1-10: 3.25%
- Columns 11-15: 2.5%
- Longevity Columns: 1.5%

C Basis:

- Start raise: +\$8,369
- 15 year raise: +\$14,120
- 30 year raise: +\$14,209

## **L Table**

### C Basis

- Start raise: +\$7,005
- 15 year raise: +\$8,663
- 30 year raise: +\$9,033

## **C Table**

### A Basis

- Start raise: +\$7,073
- 10 year raise: +\$18,744
- 20 year raise: +\$21,749

## **D Table (Row 33)**

- Start – B Basis raise: +\$12,152
- Start – C Basis raise: +\$11, 217
- 5 year – B Basis raise: +\$15,290
- 5 year – C Basis raise: +\$14,114
- Top – B Basis raise: +\$19,225
- Top – C Basis raise: +\$17,746

## **NP Table**

### C Basis

- Start raise: +\$13,894
- 5 year raise: +\$19,323
- Top raise: +\$21,689

## **THR Adult Ed Hourly**

- Start raise: +\$6.80/hr
- 5 year raise: +\$7.42/hr
- Top raise: +\$14.65/hr

### **Paid Parental Leave & Leaves of Absence (Article XII)**

- For the first time, employees will be eligible for district-paid Parental Leave for four weeks, after which employees may use sick leave under the current policy. If an employee's accumulated illness/sick leave is exhausted, the employee will receive 50% of their salary for the remainder of the 12 work weeks per current policy.
- Employees can use their 6 annual Personal Necessity days for up to 3 separate occasions per academic year for significant life events outside of the list of qualifying events (increased from 1 occasion per year).
- Qualified family member, co-habitant who is equivalent to a spouse or domestic partner and designated person (one every 12 months) added to list for whom one may take Bereavement Leave. Bereavement Leave may be taken consecutively or intermittently within 3 months. If traveling out of state, 2 additional days are provided, and employee may take an additional 2 days utilizing personal necessity, vacation, or unpaid leave.

### **Protections Against Negative Impacts of AI (Article XIII)**

- Advanced technology, including but not limited to Artificial Intelligence, cannot be used to replace bargaining unit positions or members in doing work generally performed by bargaining unit employees without the written agreement of UTLA.
- Artificial Intelligence shall not be used to surveil or share information of any employees or students.

### **Subcontracting (Article XIII)**

- Effective with ratification, no further subcontracting of work consistent with that provided by bargaining unit employees without the explicit written agreement of UTLA.
- Agreement to explore returning work already subcontracted to the unit, starting with Speech and Language Pathologists and including posting positions for employment with the district .
- Bargaining unit members will not be displaced as a result of subcontracting.
- Bargaining unit members will have priority over subcontracted staff in all matters related to assignment choices and additional work opportunities.

## **Secondary Counselors Ratios Improved (Article XVIII)**

Secondary counselor-to-student ratio reduced and 186 new counselor positions created.

- Middle School ratio: 400:1
- High School ratio: 335:1

## **More PSWs, PSAs, and School Psychologists (MOU)**

The language builds off the first-ever contract language on staffing for counselors, PSWs, PSAs, and School Psychologists that we won in 2023.

- 92 PSW Positions in addition to existing allocations in the contract.
- 93 PSA Positions in addition to existing allocations in the contract, concentrated in schools with high absentee rates.
- 88 School Psychologists in addition to existing allocations in the contract.

## **Targeted Class Size Reduction (Article XVIII)**

In our 2019 strike, we eliminated Section 1.5 of our contract and won enforceable class size caps and a progressive reduction over time. In 2023, we won a reduction in the maximums and averages in all academic classes by 2 students. This agreement builds off those victories with targeted reductions in 11th and 12th grade academic classes, which are still as high as 37.

- On July 1, 2026, class size in 11th and 12th academic grades in non-magnet schools will be reduced by 1 student.

## **Special Education and Inclusion (Article XXII and MOUs)**

- Penalties paid monthly for class size/caseload violations to educators:
  - Elementary schools: \$500 per month for 2 students over, \$1,000 for 3+ students over if violation is 50% or more of the period.
  - Secondary schools: Prorated over the total number of class periods.
- If a paraprofessional is temporarily reassigned, the administrator will discuss a plan of support with the teacher.
- Speech and Language Pathologists can request replacement pay when they have 5 students over their caseload.
- Class sizes at Virtual Academies set at 12 for Core Curriculum and 10 for Modified Core.

- If coverage is not available for DIS providers on an extended leave/absence, students on the provider's caseload will be temporarily reassigned to a qualified DIS provider based on availability.
- For schools with 80% inclusion, ratio is 20 to 1 for RSTs, with one paraprofessional and 10 planning days per RST.
- Restructuring Service Delivery Core Curriculum Classes at 12 with one paraprofessional.
- Modified Core Curriculum at 9 with two paraprofessionals.
- Special Education Center and Career Transitional Centers recognized in Section 15.0, codifying a cap.

### **Early Education (Article XIV and Article XXIII)**

- Expand salary table to 10 columns and redistribute employees on the scale based of years on service with an average wage increase of 35%.
- Staffing ratios for Early Ed programs shall be in accordance with applicable laws and regulations and Special Education classes, including Preschool Collaborative Classes, shall refer to Article XXII for class size, staffing, and programmatic needs.

### **Career and Technical Educators (Article XIV)**

CTE teachers working full-time at K-12 schools added to T salary table.

### **Hours, Duties, and Work Year (Article IX)**

- Onsite obligation for School Psychologists at school sites reduced from 8 hours back to 6 hours (same as classroom teachers).
- Weekly face-to-face minimum of 1550 minutes eliminated, which is beneficial for block schedules and for winning expanded elementary planning time in the future.
- Onsite obligation for Options teachers shall align with comprehensive high schools.
- Period-by-period faculty meetings count toward the 30 faculty meetings a year, and they can only be called the same week as a regular faculty meeting in emergency situations.
- Supervision performed by out-of-classroom staff must meet the test of reasonableness, and grievances can be filed for abuses.

### **Improvements to Itinerant Assignments (Article IX-A and MOU)**

- New uniform staffing procedures for itinerants, including involvement of chapter chair. Chapter Chair to be provided with seniority list and Chapter Chair and supervisor to collaborate in developing the preference form and discussing the process to be used.
- The administrator shall review the tentative assignments with the Chapter Chair prior to employees receiving their tentative assignments.
- The district shall make every effort to notify itinerant employees of their assignment, including region and/or supervisory area and work location(s), no less than one week prior to the last day of instruction.
- There will be a pilot dispute resolution process MOU for the first year of implementation.

### **Educator Development and Support (Article X)**

- Educators can request an evaluation by an administrator who holds their same credential. If unable to accommodate this request, a reasonable effort will be made to consult with an administrator who holds the same credential or certification.
- Allotted and protected absences cannot be noted on the final evaluation.
- For substitute educators, administrators must include a summary of the incident that led to the issuance of an Inadequate Service Report.

### **Positive Student Behavior and Support (Article XXIV)**

- LAUSD required to take action when the code of conduct is violated, consistent with policy.
- Should a threat assessment of a student be initiated, the teacher(s) of that student will be notified of the status of the assessments, any steps to be taken for classroom supports/interventions.
- 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.

### **Elementary Arts (MOU)**

- Pathway for current LAUSD certificated employees to obtain Arts Subject Matter credentials cost-free.
- Task force to make recommendations to maximize Proposition 28 funding to hire additional Arts staff, with a focus on expanding Arts programs at elementary schools, and creating model schedules for elementary schools to

establish regular planning time for elementary teachers during the school day.

### **Safety and Emergency School Closures (Article XXVIII)**

- LAUSD must hold a faculty meeting within 48 hours of emergency or significant/traumatic event to provide updates and resources.
- Chapter Chair and principal must meet on program supports and resources.
- LAUSD must make every reasonable effort to provide comprehensive mental health response in support of students, staff, and families who are impacted by the event/incident.
- Districtwide safety committee to meet regularly and evaluate responses to emergencies and recommend improvements.
- Teachers can work remotely when the district can't provide a physical location.
- Work collaboratively to ID campuses to remain open during disasters if possible, staffed voluntarily and with employees paid hourly rate.

### **Working Conditions (Article XXXI)**

- Counselors, PSAs, PSWs, Community School Coordinators, School Nurses, Speech and Language Pathologists, and School Psychologists should be provided with a private and confidential workspace. If unable to assign a regular workspace to accommodate this need, the site administrator will provide a space/meeting room as needed when performing duties that require privacy and confidentiality.
- Every effort shall be made to ensure the school health office is used solely as intended to support with nursing services. The health office shall have running water, sufficient lighting to perform health assessments, a dedicated refrigerator with a lock, a locked medication storage, a secure/locked space for medical record storage, and a private area to serve students with protocols. The health office shall have a cot available for students to recline as needed.
- Employees shall have equal access to on-site parking spaces, parking lots and/or garages (inclusive of parking badges/cards where applicable).
- Schools will receive funding for custodial supplies in alignment with District policy to support with the cleanliness of school facilities.
- The district shall make every reasonable effort to provide
  - Access to WiFi at all TK-12 school campuses.

- Access to technology, including district devices, online assessments/testing resources for School Psychologists, and augmentative/alternative communication devices and applications for Speech and Language Therapists.
- Information on Pest Management related activities shall be available for review upon request.
- New supports for Carlson Home and Hospital Educators, including a safety plan when working at a student's home or a hospital, access to school sites near where they are providing services, and mileage reimbursement.
- LAUSD commits to preventing and addresses workplace violence, including threats or acts of violence occurring through digital or electronic means (e.g. threats through social media).

### **Substitute Employees (Article XIX and Article X)**

- Substitutes qualify for health insurance with 93 days of service (lowered from 100 days).
- Substitutes will get a 11.65% raise, phased in as follows:
  - July 2025: 2%
  - January 2026: 2%
  - July 2026: 4%
  - January 2027: 3.65%
- Paid training for required workshops and opportunities to do training during an assigned paid workday.
- Administrators must include a summary of the incident that led to the issuance of an Inadequate Service Report for substitute educators.

### **Black Student Achievement Plan (Article XXV-B and MOU)**

- The Black Student Achievement Plan Steering Committee shall support implementation and maintenance of BSAP and will meet once a month.
- The BSAPSC will make recommendations on collection of data to be used for measuring outcomes of BSAP students and successful implementation of the district BSAP, recommend culturally relevant trainings and PD, discuss feedback received from those participating in the BSAP program when making recommendations for program implementation, and review the BSAP budget on a quarterly basis.
- The district will provide an annual BSAP budget report including central and school-based BSAP expenditures.

- Schools designated as BSAP Schools shall be provided additional consideration for Proposition 39 co-location offers.
- BSAP Group 1 schools shall receive the following:
  - A baseline allocation to include a centrally funded “BSAP Team” consisting of one PSA, one PSW, one School Counselor, and one Restorative Justice Teacher. These positions are funded through centrally allocated district BSAP funds and are provided to all BSAP Schools in addition to any positions outlined in this agreement or the Student Support Staffing MOU.
  - A flexible curriculum grant to purchase culturally responsive resources which may include, but not be limited to, Culturally Responsive School PD and Community-Based Safety programs.
- BSAP Group 2 schools will receive the following:
  - One PSA funded through centrally allocated district BSAP funds and provided in addition to any positions outlined in the contract or the Student Support Staffing MOU.
  - One School Counselor funded through centrally allocated district BSAP funds and provided in addition to any positions outlined in the contract or the Student Support Staffing MOU.
- BSAP-funded PSA and PSW positions shall be on B-basis.

### **Charter Co-Location (Article XXIX)**

When a charter has been overallocated space and a fine has been issued, the district will tell the co-located district school the amount due and make every effort to provide the funds to the co-located school in two payments during the school year.

### **Community Schools (Article XXV-C and MOU)**

- Increase annual allocation to Community Schools from \$250,000 to \$350,000.
- Four release-day trainings for Community Schools Coordinators, Parent Reps, Principals and the Chapter Chair.
- The district shall allocate a total of four district-wide LAUSD Community Schools Coach positions.

## **Support for Immigrant Students and Families (MOU)**

- Enshrines best practices in a new contract article while expanding current district efforts to support immigrant families.
- A joint District-UTLA committee will review the changing needs of immigrant students and families and make recommendations on ways to expand resources.
- District shall seek additional funding to expand comprehensive resource centers (e.g. Student Centers, School Enrollment, Placement and Assessment (SEPA) Centers, Extended Support Sites) offering services to students and families impacted by immigration.
- Develop new and expand existing partnerships with legal clinics, legal organizations, and law firms consistently across local District Regions to facilitate the provision of low-cost or no-cost services to students and their families impacted by immigration.
- PD on the needs of students and their families impacted by immigration.
- Know Your Rights webinars for families through the LAUSD Office of Student Family and Community Engagement.
- Employees can request unpaid leave of up to 52 consecutive calendar weeks to attend to immigration related matters without impact to district seniority. Employees can take unpaid days to attend to immigration or citizenship status matters.
- Dream Resource Centers increased from 4 to 8 and available to school communities at all school levels.
- Staff shall not face any district discipline for following the policies contained in this MOU or applicable district policy.

## **Healthy Green Public Schools (MOU)**

- Climate Literacy Task Force to develop climate curricula, create partnerships for green job apprenticeships, create CTE opportunities around green energy, and design PD for schools.
- Sustainability Task Force to make recommendations on:
  - Outdoor education space, programs, green space, and recommendations for increasing shaded green space
  - Installation of solar panels and increased use of modern, energy-efficient HVAC
  - Maintenance of water filtration systems to ensure lead is at 5ppb or lower

- Exploration of storm water collections
  - Increase use of clean electricity and electric buses using unionized contractors
  - Expansion of no-cost public transit for students
  - Increase installation of bike stalls and EV charging stations
  - Responsible recycling, including composting and disposal of old building materials, old equipment, and outdated/broken technology
  - Partnerships with outside organizations to streamline and defray costs of greening
  - Expansion of CTE pathways and apprenticeship programs for DACE and HS students. Identify opportunities for student job placement in LAUSD.
- Health and Nutrition Task Force: 3 LAUSD from food services, 3 UTLA, 2 parents, 2 students to recommend meals and activities that foster health and nutrition, no later than June 2028.

### **Housing Support for Students and Families (MOU)**

- District will identify vacant and underutilized LAUSD land parcels that may be used for the development of affordable housing to help address the region's crisis of affordability afflicting students, families, and employees. Areas may include those impacted by student absenteeism and declining enrollment.
- Joint UTLA-LAUSD Task Force to make recommendations regarding the use of identified vacant and unused LAUSD land parcels that could be used for the development of affordable housing.
- District will proactively organize industry forums to encourage potential proposers including Non-Profit Developers and Community Land Trusts to submit requests for future housing developments.
- All schools will have a Homeless Liaison (HL) at schools on campus five days per week.
- Full-time Specialized Student Services provider to support schools in the 90021 zip code.
- District to provide basic need supplies for students in accordance with their student housing questionnaire. Essential items may include, but are not limited to clothing, school supplies, backpacks, and hygiene kits. Additional supports based on student needs including but not limited to access to laundry services, linkages for safe parking, food pantries, clothing drives, and other resources.

- The district and UTLA shall advocate to secure Section 8 vouchers from LA County and the LA Housing Authority to meet the housing needs of the families of all unhoused LAUSD students, including at any LAUSD properties that may be developed for this purpose.
- The district and UTLA shall collaboratively advocate for fair and affordable housing and tenant protections including enforcement of the Tenant Protection and Anti-Harassment Ordinance (TAHO) and organizations (i.e. United to House LA (ULA)) addressing these efforts including housing supports and services within the community.
- School space will be made available to non-profit organizations providing tenant rights clinics, counseling services, and housing assistance (i.e. Stay Housed LA) in accordance with Civic Center Permit policies and applicable law.

### **Support for LGBTQIA+ Students and Staff (MOU)**

- New task force to support LGBTQIA+ students and staff, including reviewing policy on addressing anti-LGBTQIA+ harassment.
- The district has an obligation to combat bias and anti-LGBTQIA+ attacks against employees and students.
- In support of students:
  - Students have access to facilities that correspond with their gender identity.
  - Permit students to use name and gender with which they identify on school records, including pupil records, with parent/guardian/educational right holder authorization.
- In support of employees:
  - Employees be recognized by affirmed name and gender regardless of legal documents.
  - All employees have the right to use the bathroom of their gender identity.
  - If the employee seeks to change name or gender marker they may contact office of employee relations to access resources in facilitating the change in accordance with district policy.

### **Professional Development (Article IX-B)**

If the banked time is school-determined, the LSLC will determine the evidence of participation and planning.

### **Charter Schools (Article XII-B)**

Eliminates policy of providing employees with leave from LAUSD to start a charter school.

### **Master Plan (Article XI-B)**

- “Master Plan” renamed to Multilingual and Multicultural Program.
- For the American Sign Language (ASL) Bilingual Program, Education Specialists, Deaf and Hard of Hearing (DHH) shall possess an American Sign Language Proficiency Interview score of 4.0 or above.
- Each region will appoint staff to support Dual Language programs.

### **Temporary Reassignment (Article IX-D)**

Gives housed teachers more timely information about their case at various stages, requires investigations to be completed within 90 days or provide notice to employees, and other improvements.

### **UTLA Rights (Article IV)**

- Chapter Chair has input into the process for hiring of UTLA bargaining unit members and input regarding the selection of administrators at the site.
- Clarity on providing advance notice for release time requests.
- School budget training for Chapter Chair prior to budget development and the site administrator shall consult with the Chapter Chair regarding the content of the budget document and all budget allocation letters.
- Expanded number of Arts Itinerant Chapter Chairs for the disciplines of Dance, Music, Theatre, and Visual Arts, for a total of four districtwide.

### **Adult and Career Education (Article XXI)**

- Chapter Chair notified of any vacancies after initial selection process. Chapter Chair and administrator discuss equitable distribution of remaining assignments.
- Preparation time shall not be scheduled after 8 pm, except by UTLA member vote.
- DACE employees teaching online courses can teach all their courses from the same location, when possible.

### **Ethnic Studies/Instructional Committees (Article XXV-A)**

Gives the Ethnic Studies Committee greater input on informational resources for families and criteria for teaching ethnic studies courses.

### **CSPP (MOU)**

- Expand salary table to 10 columns and redistribute employees on the scale based on years on service with an average wage increase of 35%.
- Prior to the start of the employee's assigned work basis, CSPP educators may elect to work two days for parent orientation in addition to the one optional employee preparation day.

### **Professional Growth (MOU)**

Task force for career advancement to support, for example, substitutes obtaining a credential, EEC teachers obtaining a K-12 credential, or classified employees on the career ladder.

### **Educational Options (MOU)**

New advisory committee to establish best practices.

### **Shared Decision Making (Article XXVII)**

- Annual training for LSLC co-chairs developed by UTLA and LAUSD.
- LSLC has control of staff development program, including school-based PD.
- LSLC decisions shall be made available to staff, parents, and students within two weeks.

### **Autonomous Schools (MOU)**

- Clarifies autonomies for Pilot Schools.
- Changes composition of Pilot School Steering Committee from 2 UTLA appointees (out of 7 members) to equal number of UTLA- and district-appointed staff.
- Creates voting procedure for schools wishing to exit Pilot status.
- Maintains Pilot School Coach as E-Basis position.

## **Language Cleanup**

- Small Learning Communities (Article VIII): Language removed on a program that no longer exists as described in the contract.
- Discipline (Article X-A): Language cleaned up related to provision of copy of complaints and district investigations.
- Grievance Procedure (Article V): Clarification on the selection of arbitrators.
- Summer/Winter Session (Article XX): Language updated to proper labels of “Special Day Class” and “region,” and cleans up language for multi-track year-round schools intersession.
- Urban Classroom Teacher Program (Article XI-A): Language removed from contract for a program that has not existed for many years.