



We are very encouraged by the tentative agreement between the District and United Teachers Los Angeles (UTLA). Through transparent collaboration, the parties have designed strategies to lower class sizes, help schools run more efficiently, and improve the educator evaluation system. Please find below responses to frequently asked questions about the Agreement. These responses will be updated regularly. If you have additional questions, please contact the Office of Labor Relations at laborrelationsrequests@lausd.net.

Terms of Agreement

Q: What steps need to happen in order for the Agreement to become finalized?

A: The Agreement will only go into effect if UTLA members approve it by majority vote between May 1 and May 7, and if the Board of Education adopts it during the May 12, 2015, Board meeting.

Q: Pending ratification and adoption, what years will the Agreement cover?

A: The Agreement will cover the 2014-2017 school years. The parties will reopen negotiations about evaluation and class size during the 2015-2016 school year, and will renegotiate salary and class size during the 2016-2017 school year. Other terms will be set through 2017.

Compensation

Q: If the Agreement is adopted, how much will the salary of UTLA-represented employees increase?

A: These employees will receive a 4 percent on-schedule salary increase effective July 1, 2014; a 2 percent on-schedule salary increase effective January 1, 2015; a 2 percent on-schedule salary increase effective July 1, 2015; and a 2 percent on-schedule salary increase effective January 1, 2016.

Q: When will UTLA-represented employees see the increase on their paychecks?

A: As soon as possible following UTLA membership ratification and Board approval. (Please check back for updates as they become available).

Evaluation

Q: What changes will there be to the 2015-2016 evaluation system if the Agreement is approved?

A: For the 2015-2016 school year, the evaluation system will be modified to reduce the number of required formal observations, make certain "reflection" elements optional, and provide a new final overall rating of three levels: "Exceeds Standards," "Meets Standards," and "Below Standard."

Q: How will the educator evaluation system be determined for 2016-2017?

A: An Educator Development and Support Committee will be formed to make recommendations to bargaining teams about potential enhancements to the current certificated performance evaluation system. After receiving these recommendations, the bargaining teams and the District will reopen negotiations about evaluations for the 2016-2017 school year.

Operational Efficiencies

Q: If the Agreement is adopted, will the District provide money for class size reductions?

A: Yes, the District will provide \$13 million for class size reductions in English Language Arts and Math for grades 8-9. An additional \$13 million will be provided to increase secondary school counseling services.

Q: I heard there will be a task force on class size and another on health services...what is the purpose of these committees?

A: The Class Size Task Force will be established to brainstorm cost-neutral strategies for further reducing class sizes. The student health services task force will be formed to explore cost-neutral ways to increase health services for the District's labor partners. The specific members of these committees and their meeting dates will be determined upon adoption of the Agreement.

Q: I heard that the grievance process for UTLA-represented employees will become more efficient...what will be different?

A: Before filing a formal grievance, these employees will need to schedule an informal conference with their supervisor within 15 days of the act that led to the grievance to try to find a solution. The purpose of this change is to empower school sites to develop better problem-solving processes.

Wellness

Q: If adopted, how will the Agreement support employees' wellness?

A: The Agreement will identify new circumstances under which employees can be granted a paid personal necessity leave.

Potential Impact on Other Bargaining Units

Q: What impact could the Agreement have on other bargaining units?

A: The agreement with UTLA is unique in its duration and timing. As such, the District is currently analyzing how it comports with three-year agreements signed by all other labor partners. (Please check back for updates as they become available).