



Los Angeles Unified School District

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OFFICE OF LABOR RELATIONS

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Los Angeles Unified School District– Offer To UTLA September 25, 2018¹

Salary	<p>6% raise, including 3% retroactive for 2017-18, plus 3% raise for 2018-19.</p> <p>Proposal includes provision for extra work and/or training starting 2018-19 school year, and rule of 87 based on an employee's age and 30 years of service for retiree health benefits. 2018-19 raise to remain on salary schedule if Board's Spring 2019 Second Interim Financial Report shows positive projected ending balances for 2018-19 and 2019-20 inclusive of all bargaining unit salary increases to base salary tables.</p>
Class Size Reduction	<p>Reduce class by four students in core subjects in 15 of our highest need middle schools and 75 of our highest need elementary schools according to the Student Equity Needs Index.</p>
Plain Language Provision	<p>Summary document that provides clear outline of contract for families and the general public. Labor contracts are convoluted, long, and rarely include accessible language for employees and families. We propose that a formalized summary document be included in any final contract to increase transparency and understanding.</p>
Coursework Credit	<p>Adjustment of Teacher Professional Development to student learning needs so that structure for earning points towards salary steps better aligned with competencies and District priorities such as Science, Arts, Foreign Language and Technical Education.</p>