

District's Initial Bargaining Proposals for Successor Agreements
Commencing July 1, 2017 for
AALA, UTLA and Units A, B, C, D, E, F, G, H, J and S

In accordance with the District's goals for 2017 and thereafter, the District provides the following initial proposals for negotiations:

I. Compensation (All Units, as appropriate)

- A. The Board of Education and the Superintendent believe that negotiations over economic issues, including salary and health benefits, must take into account:
 - 1. Realities of both state and local economies, including the impacts of declining enrollment and the negotiated Agreements on health and welfare.
 - 2. The District's ability to pay now and in the future, as required by the law regulating public schools (Educational Employee Relations Act).
 - 3. The fact that our ability to support the Board Vision, District Mission, and Guiding Principles depends on our fiscal health, now and in the future.
 - 4. The District's commitment to contain future Health and Welfare benefit costs through Plan redesign from the Health Benefits Committee and Coordinated Bargaining.
- B. Payroll System and Pay Practices: The District proposes to continue to reduce the complexity of current pay practices in order to improve coordination with the BTS/SAP payroll system.

II. Other proposals (All Units, as appropriate)

- A. Provide a three-year contract term, covering school years 2017-2018, 2018-2019, and 2019-2020, with possible limited reopeners in years 2018-2019 and 2019-2020.
- B. Modify Evaluation Procedures article.
- C. Modify Transfers article to allow District flexibility in making assignments (transfers).
- D. Modify Grievance article to update 1) list of eligible arbitrators 2) update language to ensure an informal discussion is completed before moving to a Step One grievance; 3) update the Step Three respondent.
- E. Modify tuition reimbursement language to ensure consistency in implementation processes. Require a minimum period of time of District

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service following the reimbursement or the employee shall repay the District for the reimbursement.

- F. Modify Wages and Salaries Article to: 1) ensure the differential pay language is in line with the current practice; 2) adjust recoupment amounts for overpayments; 3) update the Emergency Pay Allowance language to conform with the District's current practice; 4) update the language so it is aligned with SAP terms.
- G. Modify appropriate article to permit automatic enrollment in 457(b) program.
- H. Update obsolete contract language, as necessary.

III. United Teachers Los Angeles (UTLA) Proposals

- A. Modify Summer and Winter Intersession article to allow alternate methods in making supplemental assignments.
- B. Modify Evaluation and Discipline article to revise the process in assigning supplemental assignments.
- C. Require staff to provide supervision to students during recess.
- D. Modify Leaves of Absence article with respect to half-time leaves.
- E. Restructure Special Education norms/caseloads to more efficiently support special education students in accordance with legal mandates and best practices.
- F. Modify Salaries article to align with student needs and District priorities.
- G. Prioritize the assignment of NBC teachers in alignment with the Student Equity index.
- H. Modify Special Committees article to adjust the number and frequency of Article XXX meetings.
- I. Modify Discipline Article to add employees who receive a Notice of Unsatisfactory Act or suspension to list of Notice of Unsatisfactory Service and Below Standard Evaluation employees who are ineligible for voluntary transfers, permissive leaves and supplemental assignments.
- J. Modify UTLA Rights article to address the substitute reimbursement rate when employees are released by the union.

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K. Restructure workday and associated pay to better support student needs.

IV. Unit B (Instructional Aides) Proposals

- A. Modify the Staffing Procedures article to clarify when the priority process is used.
- B. Modify Transfer Procedures article to reduce disruption to early education centers.

V. Unit C (Operations – Support Services) Proposals

- A. Modify Bus and Truck Operations Bidding Procedures article to: 1) simplify the preparation of bid lists; 2) separate language for Bus and Truck Operations 3) merge the bid language for light and heavy bus drivers 4) update the winter recess driving assignment priority list; 5) alter the frequency of the publishing of the transfer list; 6) strike language that is no longer relevant; 7) dependent on the route, provide exemptions for certain drivers to bid a bus.
- B. Modify Leaves of Absence Article to allow for increased notification to the District.

VI. Unit D (Office – Technical and Business Services) Proposals

- A. Modify Wages and Salary article to remove obsolete computer differential language.
- B. Modify Layoff and Reassignments article to provide alternative language for processing of clerical allocations when the enrollment of a school drops.
- C. Modify Vacation article to reduce the impact of the vacation cap.

VII. Unit E (Skilled Crafts) Proposals

- A. Modify Transfer Procedures article to clarify between involuntary transfers and changes in work locations due to operational needs.

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- B. Modify the hours and overtime article to require maintenance staff to report their arrival and departure to the main office or plant manager when working school sites.

VIII. Unit F (Teacher Assistants) Proposals

Modify Degree Track/Non-Degree Track article to require employees to take appropriate classes toward the attainment of a teaching credential to meet the needs of our students.

IX. Unit S (Classified Supervisors) Proposals

Modify Transfers Procedures article to remove seniority as a factor in changing an employee's assignment.