

LOS ANGELES UNIFIED SCHOOL DISTRICT
Board of Education Report



Report Number:	167-11/12
Date:	February 14, 2012
Subject:	District's Initial Bargaining Proposals for Collective Bargaining Negotiations with United Teachers Los Angeles (UTLA) and Associated Administrators of Los Angeles (AALA)
Responsible Staff:	
Name	Dr. John Bowes, Assistant Chief Human Resources Officer
Office/Division	Office of Staff Relations, Human Resources Division
Telephone No.	(213) 241-6056

BOARD REPORT

Action Proposed: Adoption of the District's Initial Bargaining Proposals for Collective Bargaining negotiations with United Teachers Los Angeles (UTLA) and Associated Administrators of Los Angeles (AALA) (*Attached*).

Background: Pursuant to Government Code Section 3547, Board Guidelines, and BUL-3687.2 (*Public Notice of Negotiations Proposals (Implementation of Educational Employment Relations Act: Government Code Section 3547)*), the District's Initial Proposals shall be submitted to the Board of Education in sufficient time for such proposals to be included in the Board Meeting Order of Business and Board packet which are made available to the public at least 72 hours prior to the meeting to which they pertain. The initial proposals shall, in addition to other regular modes of distribution, be available on the district's website at least 72 hours prior to such meeting.

The District will allow at least one opportunity for public comment on initial proposals at the meeting during which all initial proposals are presented to the Board. Following comment, the Board may take action to adopt.

Any subsequent new subjects initiated by the District shall be made public within 24 hours by posting a notice to this effect where other official notices are normally posted at the Beaudry Headquarters first floor lobby area.

Expected Outcomes: Adoption of the District's Initial Bargaining Proposals for Collective Bargaining negotiations with UTLA and AALA (*Attached*).

LOS ANGELES UNIFIED SCHOOL DISTRICT
Board of Education Report



Board Options and Consequences: Adopt the District's Initial Bargaining Proposals for Collective Bargaining negotiations with UTLA and AALA.

If the Board does not adopt the District's Initial Bargaining Proposals for Collective Bargaining negotiations with UTLA and AALA, negotiations with UTLA and AALA may not commence and therefore will be delayed.

Policy Implications: Any policy implications associated with the eventual outcome of the negotiations process with UTLA and AALA will be reflected in later Board Reports.

Budget Impact: Any budget implications associated with the eventual outcome of the negotiations process with UTLA and AALA will be reflected in later Board Reports.

Issues and Analysis: No legal issues.

Attachments: District's Initial Bargaining Proposals for an Agreement with UTLA and AALA.


Informative

**Desegregation
Impact Statement**

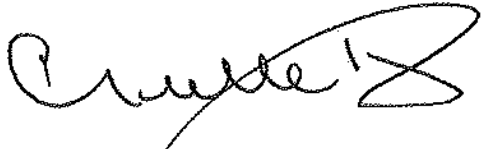


LOS ANGELES UNIFIED SCHOOL DISTRICT
Board of Education Report


Respectfully submitted,


DR. JOHN E. DEASY
Superintendent

APPROVED BY:


MICHELLE KING
Senior Deputy Superintendent
School Operations


APPROVED &
PRESENTED BY:


John Bowes, Ed. D
Assistant Chief Human Resources Officer
Office of Staff Relations
Human Resources Division

REVIEWED BY:


DAVID HOLMQUIST
General Counsel

Approved as to form.


TONY ATIENZA
Director of Budget Services and
Financial Planning (Interim)

Approved as to budget impact statement.



**LOS ANGELES UNIFIED SCHOOL DISTRICT
Board of Education Report**

ATTACHMENT

**District's Initial Bargaining Proposals for
Collective Bargaining Negotiations with
United Teacher Los Angeles (UTLA) and Associated Administrators of Los Angeles (AALA)**

For its initial proposals for 2012-2013 collective bargaining negotiations with the certificated bargaining units represented by UTLA and by AALA, the District identifies the following interests that the District will be seeking to pursue for each of those bargaining units:

1. These negotiations will necessarily reflect the fact that the District for 2012-2013 is facing severely curtailed income and unprecedented budget deficits, along with increased uncertainty as to the amount of additional expenditure reductions that may be required due to the pendency of some important ballot measures affecting District income. As in the past few years of reduced resources, the District will continue to pursue the goal of preservation of as many job positions as feasible given the financial exigencies the District must face in order to meet the District's legal obligation to maintain a balanced budget. As a practical matter this means consideration of furloughs, salary reductions and/or other changes in working conditions in the effort to preserve job positions and services to the students and the public despite diminishing financial resources.
2. The District will also continue to pursue enhancements in the quality of employee evaluations, performance, accountability and services, with the intention of achieving improved achievement in student academic performance, improved retention of students, and preservation of a safe, secure and healthy school learning environment for the students and staff.
3. The District reserves all rights with respect to introducing additional initial proposals.