



LOS ANGELES UNIFIED SCHOOL DISTRICT

Board of Education Report

Report Number:	173-09/10
Date:	December 8, 2009
Subject:	District's Initial Bargaining Proposals for 2009-2010 Reopener Agreement for United Teachers Los Angeles (UTLA)
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 District's Initial Bargaining Proposals for 2009-2010 Reopener Agreement for United Teachers Los Angeles (UTLA) (Attachment A).

Background: Pursuant to Government Code Section 3547 and Board Guidelines, the District's Initial Proposals will be presented to the Board of Education and held over in order to inform the public and provide an opportunity for all interested persons to discuss the proposals before the Board of Education.

The proposals will be distributed by the Office of Staff Relations to appropriate schools and offices throughout the District, and to various school-related agencies. Following the required period of public review, the Superintendent will present a revised communication, if necessary, to the Board for adoption as the District's 2009-2010 Initial Bargaining Proposals for the Reopener Agreement for UTLA. Any subsequent new subjects initiated by the District shall be made public by placing the items in the Office of Staff Relations within twenty-four hours after presentation to the union.

Expected Outcomes: Adoption of the attached District's Initial Bargaining Proposals will allow staff to commence bargaining the 2009-2010 Reopener Agreement for UTLA.

Board Options and Consequences: Adopt the District's Initial Bargaining Proposals on the 2009-2010 Successor Agreement for UTLA. Negotiations with UTLA on the District's Initial Bargaining Proposals may not commence until adoption by the Board and completion of the sunshining process.



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If the District's Initial Bargaining Proposals on the 2009-2010 Reopener Agreement for UTLA are not adopted, negotiations may not commence.

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

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

Issues and Analysis: UTLA has not yet sunshined its Initial Bargaining Proposals for the 2009-2010 reopener agreement. After the District's and UTLA's Initial Bargaining Proposals have completed sunshining, negotiations with UTLA may commence.

Attachments: Attachment A: Los Angeles Unified School District Initial Bargaining Proposals for 2009-2010 Reopener Agreement United Teachers Los Angeles (UTLA)

Informative

**Desegregation
Impact Statement** NA



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Respectfully submitted,

RAMON C. CORTINES
Superintendent of Schools

APPROVED &
PRESENTED BY:

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

APPROVED BY:

JAMES MORRIS
Chief Operating Officer

REVIEWED BY:

DAVID HOLMQUIST
General Counsel

- No legal issues
- Legal informative

REVIEWED BY:

YUMI TAKAHASHI
Budget Director

- No budget issues
- Budget Informative

LOS ANGELES UNIFIED SCHOOL DISTRICT INITIAL BARGAINING PROPOSALS
FOR 2009-2010 REOPENER AGREEMENT
UNITED TEACHERS LOS ANGELES (UTLA)

I. **Compensation**

The Board of Education and the Superintendent believe that negotiations over economic issues, including salary and health benefits, must take into account factors such as:

- A. Realities of both state and local economies, including the impacts of declining enrollment and previously negotiated Agreements on compensation.
- B. The District's ability to pay now and in the future, as required by the law regulating public schools (Educational Employee Relations Act).
- C. 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.
- D. The foregoing factors will necessitate reductions in compensation. These reductions in compensation can be accomplished through a variety of means including but not limited to salary reductions, furlough (i.e., unpaid days off), reductions in hours/work year, and/or other methods.