

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**



After a hearing in Unfair Practice Case No. LA-CE-6466-E, *United Teachers of Los Angeles v. Los Angeles Unified School District*, in which all parties had the right to participate, it has been found that the Los Angeles Unified School District (District) violated the Educational Employment Relations Act, Government Code section 3540 et seq, by imposing reprisals against employee Michael McGroarty because of his exercise of rights guaranteed by EERA and that by the same conduct, the District interfered with the exercise by employees of such rights and denied the United Teachers of Los Angeles (UTLA) rights guaranteed by EERA.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Imposing reprisals against employees because of their exercise of rights guaranteed by EERA;
2. Interfere with the exercise by employees of rights guaranteed by EERA;
3. Deny UTLA rights guaranteed to it by EERA.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE EERA:

1. Within ten (10) workdays of the service of a final decision in this matter, rescind the October 9, 2018 Notice of Suspension and the February 6, 2019 Notice of Non-Reelection and to remove all copies of them, and all references to them, the suspension, and the non-reelection, from any personnel and supervisory file(s) that it maintains regarding McGroarty.
2. Within ten (10) workdays of the service of a final decision in this matter, reinstate McGroarty retroactive to the first day of service for teachers during the 2019-2020 school year as a teacher at Ambassador School of Global Leadership.
3. Within thirty (30) workdays of the reinstatement of McGroarty as a teacher, reimburse him for lost wages and benefits retroactive to the first day of service for teachers during the 2019-2020 school year. The amount of compensation

shall be reduced by any wages or benefits McGroarty may have earned during the period since the commencement of the 2019-2020 school year. The amount due him shall be augmented by interest at the rate of seven (7) percent.

Dated: _____

4/4/22

LOS ANGELES UNIFIED SCHOOL DISTRICT

By: _____

Anthony D. Lopez

Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.