

UTLA Fact-finding Supposal

Wages (see attached proposal)

- 25-26 – 3% one-time
- 2026-2027
 - equivalent of 8% to adjust the salary table (4% 7/1/26 and 4% 1/1/27)
 - conditional reopener
- 27-28 – reopener

Parental Leave (blue language is new)

While on Parental Leave, eligible employees shall receive up to four (4) workweeks of District paid Parental Leave. Upon exhaustion of the District paid Parental Leave, the employee must use their accumulated illness/sick leave for the remainder of the 12 workweeks of Parental Leave. If an employee's accumulated illness/sick leave is exhausted, the employee will receive 50% of their salary for the remainder of the 12 workweeks. This leave would be inclusive of and not in addition to any new legislation providing for paid Parental Leave.

School Psychologists

School Psychologists assigned to school sites return to same onsite obligation as counselors effective signing of agreement and ratification by board

Community Schools

Increase annual allocation from \$250k to \$300k (previously offered)

Staffing: (previously offered)

- Counselors
 - 26-27 – HS 375:1
 - 27-28 - HS 275:1
 - 26-27 – MS 450:1
 - 27-28 – MS 400:1

- 11th / 12th Academic CSR (previously offered)
 - 26-27 (-1)
 - 27-28 (-1)
- SPED (previously offered)
 - IDM
 - 26-27 – 12 to 11
 - 27-28 – 11 to 10
 - Modified Core
 - 27-28 – 9 to 8
 - AUT – A
 - 26-27 – 6 to 7

Subcontracting: (blue is new language, yellow is UTLA language)

~~12.0 Sub-Contracting: If the District determines the needs of the educational program are such that the contracting out of services or work historically performed by UTLA bargaining members to third parties or agencies is required in accordance with the law, the District shall notify the Union and bargain the impacts and effects of such decision, however, it shall not delay implementation.~~ **Effective upon ratification, there shall be no further subcontracting of work historically and exclusively performed by Bargaining Unit employees without the express agreement of the Union.**

12.1 Within six (6) months of ratification, the parties will begin discussions exploring the feasibility of bringing subcontracted unit work back into the direct employment of the District during the term of the 2025-2028 Agreement.

12.2 UTLA bargaining unit members shall not be displaced or reduced as a result of subcontracted work.

12.3 The District shall provide UTLA a quarterly list of Requests for Proposals (“RFPs”) that the District issues for procurement of services by third parties. UTLA may demand to bargain the effects of subcontracting functions it believes have been historically and exclusively performed by UTLA.

12.4 Bargaining unit members will have priority over subcontracted staff in all matters related to assignment choices and additional work opportunities.

Advanced Technology (GAI) – (See attached proposal)

Limited Term Work Stoppage for 2025-2026: (blue language is new)

From the date of execution of this tentative agreement and through the end of the 2025-2026 school year, UTLA and all bargaining unit members agree to not engage in any strike, slowdown or other work stoppage, including but not limited to a sympathy strike, solidarity strike, or an unfair labor practice strike.