

UTLA Proposal 2-21-25
District Counter 5-28-25 (updated 6-17-25)
UTLA Counter 6-17-25
District Counter 8-20-25
UTLA Counter 10-21-25
District Counter 11-03-25
UTLA Counter 11-10-25
District Counter 12-2-25

Memorandum of Understanding

Los Angeles Unified School District and United Teachers Los Angeles

Black Student Achievement Plan (BSAP)

This memorandum of understanding is agreed to by United Teachers Los Angeles (UTLA) and Los Angeles Unified School District (LAUSD).

1.0 Black Student Achievement Plan Schools: The Black Student Achievement Plan (BSAP) was approved by the LAUSD Board of Education in February of the 2020-21 school year. Funding allocations have been earmarked to address the longstanding systemic disparities and failures in educational opportunities and outcomes between Black students and their non-Black peers. The BSAP addresses the need for culturally responsive curriculum and instruction as the classroom norm, fosters partnerships with community based organizations with proven track records of success within the Black community and provides increased staffing support to address the academic and social-emotional needs of Black students.

2 1.0 BSAP Group 1 schools shall receive the following:

- a. A baseline allocation to include:
 - i. A centrally funded "BSAP Team," consisting of one (1) Pupil Services and Attendance Counselor (PSA), or one (1) Secondary School Counselor, one (1) Psychiatric Social Worker (PSW), and one (1) Restorative Justice Teacher. These positions are funded through centrally allocated District BSAP funds and are provided to all BSAP schools in addition to the positions outlined in Article XVIII of this Agreement.
- b. A flexible curriculum grant to purchase culturally responsive resources which may include but not be limited to:
 - i. Culturally Responsive School PD:
 1. Secondary African American Studies Course-Teacher PD and Resources
 2. Spotify Math and Music Technology and Teacher PD

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- ii. Teacher PD Time and Planning Time
 - iii. Community Partnerships:
 - 1. Black Cultural Arts Passport
 - iv. Parent Education and Workshops
 - v. Curricular Trips:
 - 1. Historically Black Colleges and University Tours
 - vi. General Supplies:
 - 1. STEM Makerspace Labs
 - vii. Instructional Materials Account (IMA)
- c. Community Based Safety Programs

Culturally responsive resources available through the flexible curriculum grant will be reviewed on an annual basis in conjunction with any input from schools, staff, families and recommendations made by the BSAP Steering Committee.

3-2.0 BSAP Group 2 schools shall receive the following:

- a. Each Group 2 BSAP Elementary school shall be allocated one (1) Pupil Services and Attendance Counselor (PSA) funded through centrally allocated District BSAP funds and provided in addition to the positions outlined in Article XVIII of this Agreement.
- b. Each Group 2 BSAP Secondary school shall be allocated one (1) Secondary School Counselor funded through centrally allocated District BSAP funds and provided in addition to the positions outlined in Article XVIII.

3.30 BSAP-funded PSA and PSW positions shall be on B-basis.

This non-precedent setting agreement is in effect through June 30, 2028 and may be renewed by mutual agreement of the parties.

LAUSD

DATE

UTLA

DATE