

July 2, 2018

Najeeb Khoury,
LAUSD, Office of Labor Relations
333 S. Beaudry Avenue
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Secondary Vice President

ALEX OROZCO
Treasurer

ARLENE INOUE
Secretary

JEFF GOOD
Executive Director

Hello Najeeb,

The members of United Teachers Los Angeles believe that neighborhood public schools should serve as the essential anchors of our communities. As educators we see first-hand what students need in our classrooms, our schools, our clinics, and our neighborhoods, and we deal with the issues that too often prevent those needs from being met. UTLA believes that educators, parents, and community partners must work together to take on the issues of economic, social, and racial justice—all of which impact student learning and our ability to meet their holistic needs. We also believe that collective bargaining is a process through which this can happen.

Unfortunately, the current LAUSD Board of Education majority, paid for by corporate interests from around the country, has no respect for the civic institution of public education. Furthermore, the same Board majority's recent selection of a wealthy businessman with no experience in education as the new superintendent, in the most undemocratic fashion imaginable, is evidence of a master plan to convince the public that our schools are failing, demonize career educators, enact policies that facilitate the growth of charter schools, and to ultimately downsize and dismantle the district.

The UTLA Bargaining Team began negotiating a successor collective bargaining agreement between UTLA and LAUSD on April 20, 2017 and has bargained in good faith with the district over 18 sessions, with the goal of using this process to achieve transformative change for our school communities.

Our proposals would increase educator salaries, reduce class sizes, provide more health & human services staff, significantly reduce testing, increase parent and educator power over school site spending, require investment in community schools, expand the Master Plan for language learning, ensure access to ethnic studies for all students, improve school safety and student discipline practices, provide reasonable oversight at co-located schools and basic accountability for charter schools within the district, and improve our programs for early education and adult education. We have made proposals that would fundamentally improve the learning conditions of students and the working conditions of educators.

Additionally, we've challenged LAUSD to think boldly and broadly about how to use bargaining to address the myriad challenges in our school communities that impact student success. We've made proposals for more green space on campuses, an end to the random weapon searches that alienate our students, district investments to support students and their families in response to the horrific immigration policies of the Trump administration, and institutional support from the district for greater school funding, sustainable housing policies in a city overwhelmed by homelessness, and an end to discrimination against students of color in our public transit systems.

Unfortunately, the district has approached collective bargaining in a very different way. From our perspective, you, as the district's chief negotiator, have been inappropriately denied the authority to bargain in good faith by the Board majority, and thus prevented from working collaboratively at the table toward an agreement. LAUSD has responded to our bargaining package with very few new proposals, limited counterproposals, an unwillingness to bargain on permissive subjects that will help students succeed, and an overall disdain for the process. Despite the continued loss of students



to charter expansion and city-wide gentrification, the Board majority has taken actions to accelerate the loss of students, paid lip service to addressing the lack of necessary state funding, and defended their maintenance of the largest unrestricted reserves in the state. UTLA has attempted to engage the district in a thoughtful and progressive bargaining relationship that paves the way toward a better future for LAUSD, but it's become increasingly clear that the current Board majority, along with their handpicked superintendent, has a different goal.

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Prior to his official appointment (he clearly had the job for months), Austin Beutner put together a "District Advisory Task Force" which contracted with an outside company called ERS to create a report that analyzes the allocation of resources in LAUSD. Predictably, the report uses dishonest research and ludicrous comparisons, while laying down a cynical roadmap of destruction for the district. It's essentially a report created to support predetermined conclusions and justify a type of private equity "wind down" of LAUSD.

Creating the task force and pushing their slanted report is a tactic consistent with the general animus shown by the Board majority for the district they run and the employees who work for them. It's a tactic consistent with Beutner's resume, which includes years of buying up corporations and then tearing them apart. Finally, it's a tactic consistent with the Board majority's approach to bargaining and their unwillingness to bargain in good faith on proposals that will help students, help the district, and help our school communities.

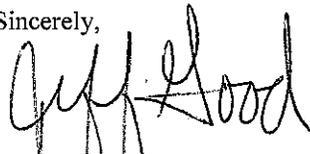
Therefore, it is abundantly clear that the parties have reached a bargaining deadlock.

Accordingly, UTLA is withdrawing its proposals on all permissive subjects of bargaining, including proposals resubmitted at our last bargaining session on June 1, 2018 under the topics of *Affordable Housing & Student Homelessness*, *Green Space on Campuses*, *Student Rights & Support*, *Support for Immigrant Families*, and *Certificated Support for Training Fund*. To be clear, educators understand that the lives of our students outside of the classroom are fundamentally relevant to what happens inside the classroom. So while the district abdicates responsibility for addressing these issues despite their impact on student success, UTLA will continue organizing with parents, students, and the community to press the Board majority for solutions.

Furthermore, in accordance with Article IX, Section 3548 of the Educational Employment Relations Act, UTLA hereby declares that an impasse has been reached in bargaining with LAUSD over matters within the mandatory scope of bargaining and will submit the appropriate paperwork to the California Public Employment Relations Board on Tuesday, July 3, 2018.

It is our hope that a state appointed mediator can assist the parties in achieving a bargaining agreement on terms which are mutually acceptable.

Sincerely,



Jeff Good
UTLA Executive Director

cc: Alex Caputo-Pearl, UTLA President
Arlene Inouye, UTLA Bargaining Chair
Austin Beutner, LAUSD Superintendent
Rob Samples, Office of Labor Relations

