

**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-5824-E, *United Teachers 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 violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by unilaterally implementing a new four-level observation ranking system on or around May 24, 2013.

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

**A. CEASE AND DESIST FROM:**

1. Unilaterally implementing policies within the scope of representation.
2. Interfering with employees' right to be represented by their chosen employee organization.
3. Interfering with the right of United Teachers Los Angeles to represent its members in negotiations.

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

1. Rescind any and all use of the four-level observation rating system announced on or around May 24, 2013, as applied to certificated bargaining unit members.
2. Compensate employees in the certificated bargaining unit for any financial losses incurred as a direct result of all unilaterally implemented four-level observation rating system. Any financial losses should be augmented by interest at a rate of 7 percent per year.

Dated: 7/10/18

LOS ANGELES UNIFIED SCHOOL DISTRICT

By: 

Authorized Agent

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