

Previous Proposals  
UTLA initial proposal: 6/20/17  
LAUSD counterproposal: 8/21/17  
UTLA counterproposal: 9/15/17  
LAUSD counterproposal: 10/12/17

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**UNITED TEACHERS LOS ANGELES**  
**Bargaining Proposal**  
**February 1, 2018**

**EARLY EDUCATION PROPOSALS**

**ARTICLE IX – HOURS, DUTIES, AND WORK YEAR**

- 3.2 EEC Teachers: Full-time Early Education Center teachers are to have a daily on-site obligation of eight hours, although it is understood that split shifts are permitted. The on-site obligation of eight hours is inclusive of a thirty (30) duty-free lunch. Also, it is understood that assignments need not be limited to one location. (See also Article XXIII, Early Education Centers).

**ARTICLE XIX – SUBSTITUTE EMPLOYEES**

- 5.6.c.3 Fails to answer the telephone personally between 5:30 a.m. and 8:30 a.m. In the case of ~~Children's Centers~~ Early Education Centers, the hours are 7:30 a.m. to 9:30 a.m.
- 12.0 Separate calling lists shall be maintained for Development Centers and ~~Children's Centers~~ Early Education Centers.

**ARTICLE XXIII - EARLY EDUCATION CENTERS**

- 4.0 Chapter Chair Meetings: ~~If necessary~~ In order to accommodate the UTLA Chapter Chair's attendance at the regularly scheduled monthly meeting of UTLA chapter chairs, and other important UTLA meetings, the District shall ~~permit the UTLA chapter chair to trade shifts with another willing Early Education Center teacher for that day~~ schedule chapter chairs to the early shift.
- 14.0 Upon providing proof of a Bachelor's Degree and Elementary or Early Education Credential, Early Education teachers shall be moved to the Preparation Salary T Table for salary and be eligible to earn salary points.

**ARTICLE XXVII – SHARED DECISION MAKING AND SCHOOL BASED MANAGEMENT**

- 2.1.e. ~~Children~~ Early Education Centers — When there are more than 3 teachers at a center, the rules for small schools shall apply. See d above. In determining the size of the center's Council, all teachers working at the center will be counted regardless of the number of hours worked. When there are 3 or less teachers at a center the size of the council will be determined by the site administrator and the Chapter Chair (council co-chairs), subject to the 50-50 ratio; in the event the co-chairs cannot reach agreement on the size or composition of the Council, the dispute shall be submitted to the co-chairs of the Central Council for resolution.

- 2.7.c. Meetings of Leadership Councils in Adult Education and ~~Children~~ Early Education Centers shall be scheduled at a mutually convenient time, and if there is no time mutually convenient to the Council members then the meetings shall be held at alternating times to meet the convenience of the teacher and community representatives.

### **ARTICLE XXX – SPECIAL COMMITTEES**

3. ~~Children's~~ Early Education Centers

#### **EARLY EDUCATION TASK FORCE**

The District shall, by July 1, 2018, create an Early Education Expansion Task Force to develop a strategic plan for expanding the number of seats available in Early Education, including an implementation timeline. The Task Force shall be comprised of up to eight (8) members, with four (4) each appointed by UTLA and the District, and shall meet no less than once per month. The Task Force may invite include representatives from community organizations, policy advocates, and representatives from interested labor partners to provide information and input to the Task Force.

The Task Force shall not have the authority to engage in bargaining, but shall present a strategic plan with recommendations for expanding the number of seats available in Early Education to the LAUSD Board of Education in a public hearing by December 1, 2018.