FIGHTING FOR SCHOOLS OUR STUDENTS DESERVE

LTA BARGAINING TOWNHALL
MARCH 21, 2023
MEET THE BARGAINING TEAM

Myrna Vergara - Bargaining Chair
Angela Porter - Pre-K Teacher
Kimberly Kirkley - Elementary School Teacher
Jackie McLauchlan - Elementary School Teacher
Richard Mejia - High School Teacher
Angela Lo - Virtual Academy Teacher
Maelanie Galima - High School Teacher
Jorge Bravo - High School Teacher
Angel Maldonado - CTA Staff
RECORD FUNDING FOR A RECORD INVESTMENT IN LYNWOOD EDUCATORS

- Since the pandemic, schools have seen an unprecedented amount of funding; the opposite of what everyone predicted.
- Record COLA percentages from the state triggered by inflation as well as funding augmentation for districts serving students most in need have provided historic year over year increases in LCFF funding for school districts.
- For 2022-2023, LUSD saw an 13.26% increase in LCFF funding. In 2023-2024, the COLA is predicted to be 8.13%.
- What does this look like in dollar amounts? Take a look...
LCFF FUNDING TRENDS*

*2021-2022 Data is from District Unaudited Actuals, 2022-2025 is the district’s own projections using the LACOE LCFF Funding Calculator.
CAN THE DISTRICT AFFORD OUR PROPOSAL?

• USING THE DISTRICTS OWN BUDGET*, THEY BUDGETED LTA SALARIES WOULD COST:
  $68,631,306

• STATUTORY COSTS (BENEFIT PAYMENTS REQUIRED BY LAW E.G. CALSTRS) BRINGS THE COST UP TO:
  $82,357,567

• THE COST OF 1%, INCLUSIVE OF STATUTORY COSTS EQUALS:
  $823,575

• OUR CURRENT SALARY PROPOSAL OF 14% AND 100% COVERAGE FOR SINGLES AND 2-PARTY, AND 94% COVERAGE FAMILY (EQUIVALENT TO 2% ON SALARY) COSTS:
  $13,177,210

*LUSD 2022-2023 Adopted Budget
CAN THE DISTRICT AFFORD OUR PROPOSAL?

FROM 2021-2022 TO 2022-2023, THE DISTRICT SAW AN INCREASE IN FUNDING OF OVER $15M!

$13,177,210 < $15,335,442
IS IT REALLY THAT SIMPLE?

• YES! DISTRICT BUDGETS MAY HAVE MORE MONEY, MORE RESTRICTIONS, AND MORE LINE ITEMS THAN OUR PERSONAL BUDGETS, BUT AT THE END OF THE DAY, BUDGETS ARE DOCUMENTS THAT COMMUNICATE OUR PRIORITIES.

• IN YOUR PERSONAL BUDGET, PRIORITIES MAY BE THINGS LIKE RENT, MORTGAGE, GROCERIES, ETC. THOSE PRIORITIES MAKE SENSE.

• IN THE DISTRICT’S BUDGET, WE SEE WHERE THEIR PRIORITIES ARE. THE NUMBERS SHOW CONSULTANTS AND CONTRACTS ARE A $50 MILLION PRIORITY FOR THEM, AS WELL AS ADDING HIGH SALARY CABINET POSITIONS, AND ENSURING THOSE SALARIES ARE COMPARABLE TO SURROUNDING DISTRICTS

• AT THE TABLE, THE DISTRICT HAS COMMUNICATED INVESTING IN EDUCATORS ISN’T EVEN WORTH A QUARTER OF WHAT THEY BUDGET FOR CONSULTANTS.
LUSD PRIORITY: CONSULTANTS*

*2020-2022 Data is from District Unaudited Actuals, 2022-2023 is the District's approved budget.
CAN WE WIN THIS HISTORIC INVESTMENT FOR OR SCHOOLS?

• WHAT WE CAN WIN AT THE TABLE FOR OUR STUDENTS, SCHOOLS AND MEMBERS IS DIRECTLY CORRELATED TO OUR ABILITY TO SHOW UNITY AND EXERT OUR UNION POWER.

• NEITHER THE BEST ARGUMENTS, NOR THE MOST ACCURATE DATA WIN BARGAINS AT THE TABLE.

• PRESSURE FROM OUR MEMBERS IS WHAT MOVES THE BOARD AND CABINET. OUR ABILITY TO SHOW ALL +600 OF OUR MEMBERS ARE UNITED BEHIND OUR BARGAIN AND WILL FIGHT FOR WHAT IS FAIR IS WHAT WINS CONTRACTS.

• HOW DO WE EXERT THIS PRESSURE? WEARING YOUR RED SHIRTS, ORGANIZING RALLIES AT YOUR SITE, ATTENDING RALLIES AT THE BOARD MEETINGS, PACKING THE BOARD MEETINGS, SPEAKING AT THE BOARD MEETINGS, BEING READY AND WILLING TO WORK TO CONTRACT AND TO BE STRIKE READY.
ARE WE CLOSE TO A STRIKE?

**NO.** But *strike readiness* is the only way your bargaining team knows how hard we can push at the table.

This is why we have asked if you are willing to strike in our bargaining survey in October, and why we asked again recently via our organizing committee.

If we cannot rely on a supermajority of members willing to strike, we cannot win the best possible contract.

Here is why:
ARE WE CLOSE TO A STRIKE? CONT.

- The purpose of a strike is to shut down the district.

- At the table, we cannot confidently rely on or call a strike if less than 90% of our members are willing to strike. To date, less than half of our members have participated in our informal strike votes (bargaining survey, organizing survey).

- If that doesn’t improve, that is where our fight must confront reality.

- Impasse leads to mediation, which is non-binding. The mediator can suggest ways the parties can settle negotiations, but neither party is forced to agree to anything the mediator suggest.

- Unsuccessful mediation leads to fact-finding. But let’s clear up misconceptions about fact-finding...
ARE WE CLOSE TO A STRIKE? CONT.

• ARE ALL THE FACTS FOUND DURING FACT-FINDING? YES AND NO.

• DESPITE MISCONCEPTIONS, DISTRICT BUDGET DOCUMENTS ARE ALREADY OPEN AND TRANSPARENT. THERE IS NO AUDIT THAT REVEALS SECRET BUDGET DOCUMENTS, SECRET BOOKS, SECRET BACKDOOR PAY-OUTS, OR HIDDEN MONEY.

• THE FACT FINDER WILL REVIEW ALL DOCUMENTS AVAILABLE TO THE BARGAINING TEAM, AND TO YOU ALL, IF YOU KNOW WHERE TO LOOK ON THE DISTRICT WEBSITE (ALL BUDGET DOCUMENTS MUST BE PUBLIC BY LAW).

• BASED ON THESE FACTS, THE FACT-FINDER WILL ISSUE WHAT THEY BELIEVE IS A FAIR SETTLEMENT. THIS IS ALSO **NON-BINDING**.
Are we close to a strike? cont.

• What happens after the fact-finder issues their recommendation?

• The district has 2 options: they can accept the fact-finder’s recommendation or impose a contract on LTA, and they can impose only the items of their last, best and final offer that benefit the district while reverting to status-quo on items that benefit LTA (like salary).

• In this scenario, the district’s last, best and final offer is not the floor, despite misconceptions. In a scenario when a contract is imposed, LTA can lose all gains made so far in negotiations.

• What are LTA’s options then?
ARE WE CLOSE TO A STRIKE? CONT.

• IF THE DISTRICT AND LTA AGREE WITH THE FACT-FINDER, NEGOTIATIONS ARE CONCLUDED AND A CONTRACT IS PUT OUT FOR RATIFICATION.

• IF THE DISTRICT WANTS TO IMPOSE, LTA MUST WORK UNDER AN IMPOSED AND POTENTIALLY ONE-SIDED CONTRACT, OR GO ON STRIKE.

• THIS IS WHY STRIKE READINESS AND US BEING ABLE TO ACCURATELY MEASURE OUR MEMBER’S WILLINGNESS TO STRIKE IS **VITAL**.

• TAKING OUR BARGAIN TO IMPASSE, MEDIATION AND FACT-FINDING CAN DO MORE HARM THAN GOOD IF WE DO NOT HAVE THE ABILITY TO STRIKE.
ARE YOU READY TO PUT THE U IN UNION?
WHAT IS WORK TO RULE?

• MEMBERS ONLY WORK CONTRACTUAL HOURS AND ABIDE STRICTLY TO DUTIES AND RESPONSIBILITIES OUTLINED IN THE TRADITIONAL WORK DAY 8:00AM-3:00PM OR HIGH SCHOOL 8:30AM-3:30PM.

• NO EXTRA DUTY ACTIVITIES- THAT INCLUDES PAID AND NOT PAID. THIS IS WHERE THE DISTRICT WILL REALLY SEE THE IMPACT OF OUR POWER. I UNDERSTAND THIS IMPACTS US FINANCIALLY, HOWEVER A RESPECTABLE ON-SCHEDULE INCREASE OUTWEIGHS THE SACRIFICE AND THIS MAY AVOID CALLING A STRIKE VOTE.
Work to Rule Cont.

• Examples of Work to Rule:
  • Senior Activities,
  • Credit Recovery,
  • Intervention,
  • Covering Classes,
  • After School Club Activities,
  • Saturday School,
  • Any Meetings/Committees that go beyond the Workday,
  • We don’t settle before Summer, that includes Summer School.
**IMPORTANT DATES**

- **THURSDAY 3/23** RALLY AT 4:00PM AND ATTEND THE BOARD MEETING AT 6:00PM (SPEAKERS NEEDED! SIGN UP AT 5:30PM)

- **MONDAY 3/27** BARGAINING TEAM MEETS WITH THE DISTRICT. IF THEY DO NOT PUT A RESPECTABLE PROPOSAL ON SALARY AND BENEFITS THEN WE PLAN TO *WORK TO RULE* SOON AFTER.

- **PLAN AND ORGANIZE MORNING AND AFTERSCHOOL RALLIES AT EACH SCHOOL SITE. LET THE PARENTS AND COMMUNITY KNOW OF OUR MESSAGE AND ASK FOR THEIR SUPPORT.**