

Good evening AMU Members

Today AMU met with Green Dot for a 6th day of negotiations. Green Dot began with a financial update in which various sources of revenue and organization wide expenditures were discussed. Green Dot also recognized the recent increase to LAUSD salaries and the need to stay competitive.

AMU shared four proposals with Green Dot.

Article 6 Work Day

AMU proposed for two of the pupil free days a year (one a semester) to be dedicated to individual planning time for members.

We rejected all of Green Dot's proposed language related to organization and site minimum days with PD in the afternoons as this is related to an ongoing grievance that is moving to the final grievance stage (arbitration).

To discuss items related to the counselor workday we had our AMU Secretary and Animo Ralph Bunche Counselor, Jorge Dominguez-Cardoza, join us. We proposed changes to the counselor flex calendar and the ability to revise it if additional summer workdays are needed. We are also seeking to codify language to prioritize counselor duties listed in the college readiness counselor framework. In addition, we proposed that in the event that counselors work beyond the professional workday due to a student health or safety issue that counselors inform their principals of such a situation and that counselors have the same amount of time returned to them or that they are paid their per diem rate of pay for how long they stayed late.

AMU also proposed a second 90 minute preparation period for any schools whose schedule has more than 180 minutes a week of auxiliary courses (Advisory, guidance, seminar, etc.) by the calendar committee.

Lastly in article 6, AMU proposed language around the co-teacher model allowing a determined co-teacher to request a meeting where alternatives would be presented by the principal to assure a positive relationship and best learning environment for our students. Once co-taught sections have been established, AMU also proposed language that triggers the need of a substitute or coverage pay if a co-teacher is absent for more than 2 consecutive days.

Article 26 Compensation

AMU is seeking an automatic \$5,000 raise to all cells to codify last year's one-time returning bonuses, and an additional on schedule salary increase that is significantly more than the 8.22% COLA in the Governor's May Budget Revision and more than the 10% UTLA had been seeking for the 2023-2024 school year.

We proposed permanent returning bonuses for Animo Compton, Animo Legacy and Locke (these three schools currently represent over half of the current teacher and counselor openings). We also proposed unfreezing cells 14, 16, and 18 in column 6 to ensure our most highly educated and experienced members receive a salary increase each year up to step 19. We also proposed extended steps from 19 to 30 in column 6. AMU is also seeking any PD days past the 10 currently in our CBA to be optional or paid at the per diem rate.

In the same article on compensation, we are also seeking stipends to be paid out to bilingual teachers and special education teachers. In addition, we are proposing paying special education teachers their per diem hourly rate for any IEPs held after the regular school day.

In regard to a school's stipend budget, AMU proposed raising the rate to \$65 per high school pupil, \$60 per middle school pupil, along with a minimum allocation to the school's stipend budget to ensure our members have a guaranteed amount to pay for stipends. Lastly, we proposed making the compensation of \$70 an hour for covering classes permanent, including for co-teachers when their partner is absent for more than 2 consecutive days, and an increase from \$45 to \$55 per hour for the regular hourly rate

Article 15-Class Size

AMU is seeking amelioratory measures to be triggered if a teacher's class size average is larger than the school site's class size average or the current 33 and 27 (for intervention classes), whichever is lower. AMU also proposed a cap on Special Education classes with students who are a moderate/severe designation per their IEP to be more closely aligned to the 10 to 12 that CTA recommends.

Article 25-Leave Provisions

AMU rejected Green Dot's proposal to make changes on how we transfer sick days from previous employers. We also proposed moving the Childbearing Preparation and FMLA leaves out of the unpaid leaves sub-article. We agreed to codify the recent grievance resolution related to the sub-differential leave that will now calculate the amount actually paid to the substitute as the invoiced amount -20%.

Moving Forward

The only article AMU needs to present at our next session is a counter proposal to Article 20: Assignments & Transfers.

We are waiting for the following from Green Dot:

- Response to Article 6-Work Day
- Response to Article 15-Class Size
- Response to Article 17-Discipline
- Response to Article 25-Leave Provisions
- Response to Article 26-Compensation
- Proposal to Article 27-Health Benefits
- Response to the Grow Your Dot MOU

The next day of Bargaining is on June 7th.

If you have any questions, please reach out to me or our Vice-President, Hector Vega.

Have a good evening.

In Solidarity,



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