



Update and Facts - UTLA Unionization Campaign October 8, 2015

As we enter the third month of school, UTLA continues its campaign to organize Alliance teachers and counselors into their union. They are inviting teachers and counselors to informal happy hours, as well as distributing new flyers that are full of misinformation about Alliance and UTLA's intentions. Here are some FACTS that provide clarity on the items in the recent flyers and provide a more well-rounded picture of what unionization with UTLA could mean for you.

UTLA continues to attack charter schools:

While attempting to organize Alliance teachers, UTLA has continued to attack charter schools' very existence.

From an article in the LA School Report on August 26, 2015

In a wide-ranging interview that focused on the state of charter schools in the district, UTLA President Caputo-Pearl [asserted] that charter schools are undermining the ability of traditional district schools to maintain a quality education for all students. "We are going to make every effort that we can to organize against the expansion of what are essentially unregulated non-union schools that don't play by the rules as everybody else does."

From ABC Channel 7 on September 20, 2015

"A plan [to expand charter schools in Los Angeles will] undermine public education by opening unregulated schools, unregulated charter schools that don't serve civil rights and that don't serve kids," said Alex Caputo-Pearl, UTLA president.

Alliance Compensation and Benefits

Alliance's total compensation and benefits package is equal to or—in many cases—higher than what UTLA has collectively bargained for its members.

Salary

- Alliance teachers on average earn significantly more than LAUSD teachers represented by UTLA. A first-year Alliance teacher earns \$52,470 and a sixth-year teacher can earn between \$53,395 and \$80,640 based on performance. A first-year LAUSD teacher represented by UTLA earns \$49,380 and a sixth-year teacher can earn between \$50,632 and \$66,484.
- Alliance teachers received an average raise of 8% in 2014-15, and 12% in 2015-16. LAUSD teachers represented by UTLA received no salary increase from 2012-13 through the end of the 2014-15 school year. LAUSD teachers represented by UTLA received significantly smaller increases -- a 2% increase in July 2015 with another 2% increase scheduled in January 2016.

Benefits

- Like LAUSD teachers represented by UTLA, Alliance matches its teachers' contributions to the CalSTRS pension plan with a 10.73% contribution. In addition, Alliance provides its teachers an opportunity to contribute up to \$18,000 per year to a 403(b) retirement plan.
- This year, Alliance increased its contribution toward its employees' monthly healthcare costs from \$700 to \$750 (a 7% increase). While some employees select plans requiring them to contribute toward

their health-care coverage, an overwhelming majority of employees have 100% of the cost of their health benefits covered by Alliance. Alliance employees who have existing health insurance through a spouse, partner, or parent are eligible to receive up to \$2,700 cash in lieu of benefits.

UTLA Budget and Membership Dues

- Every year for the past 9 years, LAUSD teachers represented by UTLA have experienced teacher layoffs. Alliance has never had a reduction in force due to declining enrollment or budget cuts. In fact, we continue to hire new teachers and counselors, including former LAUSD staff, into the Alliance family each year.
- According to UTLA's treasurer, UTLA's budget has been running at an operating deficit for seven of the last ten years. UTLA's deficit in 2016 is expected to be \$1.5 million.
- In July, UTLA announced a campaign to increase union dues paid by teachers and counselors by 33% - raising annual dues from \$689 per year to \$917 per year.
- About 50% of UTLA dues are redirected to other unions based in Sacramento and Washington DC, a portion of which can be directed to support anti-charter legislation and candidates.
- Unionizing Alliance is financially lucrative for UTLA. Under UTLA's current dues structure, UTLA would receive over \$450,000 in increased revenue from Alliance teachers and counselors. Revenue from Alliance could cover approximately one-third of UTLA's 2016 budget deficit.

Closing of Alliance College-Ready Middle Academy 7:

- Alliance College Ready Middle Academy 7 was closed after the LAUSD Charter Division made it clear that LAUSD would not recommend renewal of the school's charter to the Board of Education due to the school's consistent failure to meet minimum academic criteria.
- The Alliance worked with LAUSD to develop a solution that would allow Alliance to continue serving students and families in the surrounding community. With support from LAUSD Charter Division and Board of Education members, we revised an already approved charter petition for a new school to open in the same location. That school is now Alliance Leadership Middle Academy (ALMA), which opened on July 1, 2015.
- Despite UTLA rhetoric, no amount of teacher or parent input would have changed the reality that the school did not meet minimum renewal criteria set by the state and used by the district.
- As a legal requirement, teachers were required to apply for jobs at the new school. Many were hired at the new school, several more were hired at other Alliance schools, and several chose to leave the Alliance. Among those hired were teachers who voiced support for UTLA.
- Our goal was to support students and families through this transition by providing a high quality education that Alliance expects and the community deserves while minimizing disruption. UTLA, on the other hand, organized a number of disruptive and divisive protests at the school last spring, but offered no realistic alternatives given the school's failure to meet established renewal criteria.

GET THE FACTS.

EDUCATE YOURSELF BEFORE SIGNING ANYTHING.

FOR MORE FACTS, GO TO WWW.OURALLIANCECOMMUNITY.COM