



Los Angeles Pilot Schools Initiative



July 29, 2009



How are Pilot Schools Created?

Start-up Pilot Schools are created through a Request for Proposal (RFP) process:

- Teachers present their RFP to the Pilot Schools Steering Committee
- Steering Committee reviews and approves initial RFPs and all proposals to later modify RFPs.
- A 2/3 majority of teachers in an SLC or existing school can vote for Pilot Status and then go through the RFP process.





The six “autonomies”

Teachers in Pilot Schools enjoy maximum control over their resources:

- Staff Selection
- Budget Control
- Autonomy from central office curriculum requirements: teachers choose content, have flexibility over teaching & assessment practices, promotion and graduation requirements.
- Professional Development
- Governance
- Autonomy to set the length of the school day and calendar year for both students and faculty.

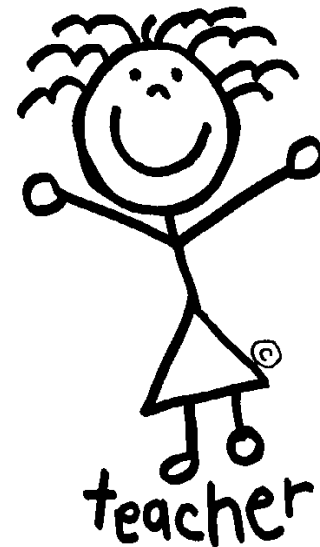


Staffing Autonomy

Teachers:

- Hire and evaluate the school's principal each year.
- Choose to work in Pilot Schools voluntarily.
- Enjoy enhanced transfer rights.

At the end of each year, any teacher who does not want to work at the school the following year may transfer.





Budget Autonomy

Pilot Schools:

- Receive a lump sum per pupil budget equal to other LAUSD schools within that grade span.
- Receive categorical funds for eligible students.
- Decide on the best programs and services.
- Choose whether or not to purchase identified district discretionary services.
- All teachers and other bargaining unit members receive, at a minimum, the salary and all health and welfare benefits set forth in the UTLA-LAUSD CBA. Budget permitting, Pilot Schools can establish higher salaries.



Additional Features

UTLA bargaining unit members maintain all rights and protections of the California Education Code, including the accrual of seniority, and “status and classification” as set forth in the Education Code (e.g., temporary, probationary, permanent, substitute, intern, etc.).





Additional Features

Many provisions of the CBA remain in full force and effect and are subject to the grievance process in Article V:

- UTLA Rights, CBA, Article IV, Section 8.0;
- Dues Deduction, CBA, Article IV-A;
- Evaluation and Discipline , CBA, Article X (entire article);
- Peer Assistance and Review, CBA, Article X-A and Article XXVII, Section 3.2(e);
- Leaves, CBA, Article XII (entire article);
- Reduction in Force, CBA, Article XIII (entire article);
- Holidays, CBA, Article XVII (entire article);
- Safety, CBA, Article XXVIII (entire article).



Governance

Each Pilot School has a governing council that is constituted in the same manner as a school site council.

The Governing Council establishes an Election to Work Agreement (ETW) that must incorporate:

- CBA provisions in the previous slide.
- Length of the instructional day, school day and workday;
- Length of the instructional year and work year and school calendars;
- Amount of time, if any, an employee is required to render service beyond the instructional/school/work year or day.



Governance

The council takes on increased governing responsibilities including:

- Principal selection and evaluation with final approval by the Local District Superintendent,
- Setting of school policies,
- Budget approval,
- Promotion policies, graduation requirements,
- Discipline,
- Attendance policies as long as they are in alignment with state and federal laws.