

**LOS ANGELES UNIFIED SCHOOL DISTRICT**  
**LOCAL DISTRICT 4 - PILOT SCHOOL**  
**UCLA COMMUNITY SCHOOL**  
**Elect to Work Agreement**  
**2009-2010**  
**Rev. 06/05/2009**

**Introduction**

UCLA Community School is a school in the Pilot Schools program described in the Collective Bargaining Agreement addendum between the Los Angeles Unified School District and the United Teachers of Los Angeles (UTLA). Employees of Pilot Schools are to receive wages and benefits as they would at any other Los Angeles Unified School District as specified in the UTLA contract for teachers. Our terms and conditions of employment are determined by the UCLA Community School Governing Board and ratified by the faculty. While not attempting to be exhaustive, this agreement states the more important terms and conditions. These terms and conditions will be subject to change from time to time as the UCLA Community School may make changes to its program and schedule during the year.

**Faculty Roles and Responsibilities**

As a faculty member of the UCLA Community School, I understand and agree to uphold the mission of the school, its core beliefs, and its core practices, as outlined below.

***Mission Statement***

UCLA Community School prepares all students to live rich and meaningful lives by providing a rigorous dual language instructional program within a strong supportive community that leads to college, careers, and civic participation.

***Our Core Beliefs***

Language and culture are central to learning and human development.

Individuals learn as members of a community that values their participation and is respectful, productive, and inclusive.

The purpose of schooling is to guide all learners, both students and adults, to think critically about the world around them, to engage as agents of social change, and to promote democratic practices.

## ***Our Core Practices***

Language and Culture: Teaching and learning must validate, enrich, and support our culturally, socially, and linguistically, diverse school community. Practices include:

- K-12 dual language immersion programs in Spanish/English and Korean/English, with opportunities in middle and high school for developing a third language
- Culturally relevant pedagogy and instructional materials
- A system of learning supports that engage families in the life of the school, its programs, curriculum, culture (e.g., home visits, family homework, parent center)

Community: Teaching and learning must be situated within respectful, productive and inclusive communities that value the participation of all members. Practices include:

- Small school size, with 60 students per grade level, who will learn together from Kindergarten through 12<sup>th</sup> grade, supported by an advisory program that pairs adults and students in stable relationships throughout the Lower School (K-5) and Upper School (6-12)
- Multi-age Dens and Divisions—smaller learning communities of 120 students and 4-5 teachers, including one Lead Teacher, who stay together for two years to develop a strong and supportive community
- Professional learning time for teachers, embedded in the school day, where teaching and learning practice is public and teachers participate as respectful and productive professionals

Agency and Democracy: Teaching and learning must support active, critical, and democratic problem solving and participation in the context of the global political economy. Practices include:

- Individualized learning plans that build on students' strengths and engage them in actively learning about their interests; in middle and high school, this will include learning through internships (at UCLA and within the community) as well as integrated academic and career and technical coursework
- Interdisciplinary, project-based learning that engages students in solving problems and taking action in relevant contexts while also preparing them for success in college, careers, and civic participation
- Democratic school governance structures that ensure all members of the school community have a voice

## **Salary, Benefits, Seniority, and Membership in a Bargaining Unit**

I understand that I will continue to accrue seniority as if I were working elsewhere in the Los Angeles Unified School District. I also understand that I will receive the salary and benefits established in the UTLA Contract and be a member of the appropriate UTLA bargaining unit.

## **Work Hours and Schedule**

UCLA Community School is an LAUSD traditional calendar school. The students' school day will begin at 8:00am and end at 3:00pm Monday through Friday. I understand my workday will begin at 7:30am and end at 3:30pm. In addition, I agree to stay after school an average of 2.5 hours per week in order to fulfill a weekly 40 hour work commitment. I understand that the school expects me to fulfill all of my professional responsibilities during this work week, including professional collaboration, planning, tutoring, parent meetings, grading, etc. I also understand that I will be required to attend 10 days of professional development during the summer and that this time will be compensated, at \$200.00 per day.

## **Professional Learning and Performance Evaluation**

I understand that professional learning time is a core practice of UCLA Community School and that I will be expected to participate fully and collaboratively in this regularly scheduled time. I understand that my professional practice will be public and open to collegial observation and scrutiny in order to improve and strengthen my practice. I also understand the roles and responsibilities of the Leadership Team and my colleagues in this process, as outlined below.

As a democratic school community, I understand that we all assume collective responsibility for exemplary teaching practice. This responsibility is shared by the Leadership Team and the faculty. The Leadership Team consists of the Lead Teachers and Principal of UCLA Community School who facilitate professional learning and ensure an effective peer evaluation process. The Leadership Team consists of accomplished and highly qualified professionals who have been trained to identify, support and evaluate exemplary teaching practice as well as develop strong norms of internal accountability.

During the first month of the school year all members of the school faculty, including the Principal, will develop a Personalized Learning Plan (PLP) for the year. These plans for teachers will be based on either the California Teaching Standards or the National Board for Professional Teaching Standards and include specific and measurable goals. As detailed in the Faculty Evaluation Handbook, the Leadership

Team will facilitate peer-to-peer formal and informal observations of all faculty members throughout the year in order to help support and monitor the progress of the Professional Learning Plans as well as Den and School-wide performance goals. Teachers' progress in meeting these individual and collective performance goals will be an important consideration in the renewal of appointments for the following year. Teachers will also be evaluated by the Leadership Team using a common rubric and a process for documentation on the overall quality of their professional practice. A special committee of teachers within their Den as well as professionals outside UCLA Community School will be assembled to evaluate the Lead Teachers. The Principal will be evaluated through a similar process, by a committee created by the Governing Board.

### **Dispute Resolutions**

UCLA Community School has an Internal Appeals Process (IAP) that appears in the memo of understanding between LAUSD and UTLA. (Please see Appendix for the full text of the IAP.)

### **Release of Employment at UCLA Community School**

For permanent teachers, you may unilaterally release yourself from UCLA Community School within the Voluntary Release timeline set forth in the annual LAUSD Staffing Calendar, currently April 15. Similarly, UCLA Community School may unilaterally release you within the Involuntary Release timeline set forth in the annual LAUSD Staffing Calendar. In the event of such release of employment with the UCLA Community School, permanent teachers will be placed on the system-wide excess list, subject to the terms and procedures of the UTLA contract.

### **Dismissal**

You are subject to dismissal from LAUSD in accordance with existing law. Additionally, the contract for provisional teachers is limited to one school year of employment.

### **Signatures**

I voluntarily elect to work at UCLA Community School. I am signing this agreement to indicate that I understand and agree to the terms and conditions of my employment.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Principal: \_\_\_\_\_ Date: \_\_\_\_\_