

UTLA ADULT ED COMMITTEE:

SETTING THE RECORD STRAIGHT

ABOUT THE 18-HOUR LIMIT, TENURE, LONGEVITY, EXTRAS & RETIREES

Many DACE administrators have told teachers that UTLA does not want non -tenured adult education teachers to work more than 18 hours per week. THIS IS FALSE AND DISINGENUOUS.

- **It is DACE that created and enforces an 18-hour limit** for non -tenured teachers, so that it does not have to tenure them. This circumvents the California Education Code, which requires tenure status for teachers after two years of successful service of more than 18 hours per week.
- UTLA has campaigned vehemently against DACE's refusal to tenure teachers. Part of this effort was the committee's recent "Tenure Now" campaign, which led the LAUSD Board of Education to direct DACE to reopen tenure.
- Because of this pressure, DACE reluctantly agreed to reopen tenure. However, in bad faith, DACE rolled out a blatantly unfair and inconsistent tenure process that was crafted to create the appearance of tenure, while actually tenuring as few teachers as possible. LAUSD/DACE is the only school district out of 327 in the state that requires a process (which is **not** part of the contract) to grant tenure to adult ed teachers.

It has also been reported that administrators have told teachers that it is "district policy" that tenured teachers are limited to 30 hours/week maximum. THIS IS FALSE.

- There is no such District policy. In fact, tenured teachers can work up to 40 hours per week. **Thirty hours per week is a minimum, not a maximum.**

DACE claims that UTLA says that no K-12 Extras or Retirees can be employed. THIS IS FALSE.

- DACE has unilaterally decided to terminate all the Extras and Retirees, over UTLA's objections. The UTLA Adult Ed Committee maintains that Extras and Retirees should acquire longevity within their employment status designations. UTLA further advocates that these laid off teachers be reinstated before any new personnel are hired.

DACE has told many teachers that they have no longevity, even though they have been working for DACE for many years.

- The UTLA Adult Ed Committee is also lobbying to end the very unfair practice of giving teachers who work less than 734 hours/year, zero longevity, even after many years of successful teaching experience.

For more information, please contact:

Ernest Kettenring, Chair

Matthew Kogan, Vice Chair

Marc Wutschke, Director, UTLA Adult Ed

(626) 475-1983

(323) 678-6432

(213) 613-1990