

## **Summary of Lab School Management's August 19 proposal to Demonstration Teachers**

### **On cost of living increases:**

The Lab School offered no increase or consideration for 2020 and 2021 when Demonstration Teachers did not receive any cost of living adjustments. Inflation in 2022 is around 9%. All other members of the UC-AFT teaching faculty union received 10-13% increases in 2022.

Effective July 1, 2022 three percent (3.0%) increase. This raise is offered conditioned upon an increase in teacher work days and instructional days in 2022-23.

Effective July 1, 2023, three percent (3.0%) increase.

Effective July 1, 2024, three percent (3.0%) increase.

Effective July 1, 2025, four percent (4.0%) increase.

### **On above scale payments:**

The Lab school removed codified above scale payments that have existed in previous contracts for years and has made any above scale payments completely at management's discretion.

### **On stipends for additional duties and expectations:**

The Lab School made no proposal on stipends and claims that the university can no longer issue payment in this form. This removes a practice of providing stipends to encourage and acknowledge teachers who attain National Board Certification.

The Lab School removed the Dual Language Teacher stipend and proposed that this work would be acknowledged by placement on the pay scale. They made no proposal for how this consideration and placement would work.

### **On academic year appoint and summer teaching:**

The Lab School proposed that Demonstration Teachers have a year round appointment with work obligations throughout the summer. This is a radical change from past practice and would require demonstration teachers to teach summer school and perform a variety of other tasks for no pay during the summer.

### **On professional development:**

Previous contracts have included professional development funding for demonstration teachers. The Lab School stripped all provisions on professional development.

### **On personal leave days:**

Previous contracts have described the number of personal days and the process for taking them. There was no mention of personal days in this proposal from the Lab School.

### **School Calendar:**

The calendar that was announced on Monday, August 22 has been unilaterally imposed on teachers with no negotiation or discussion about critical topics like planning time, holidays, number of school days, instructional minutes, and more.