

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**



After a hearing in Unfair Practice Case No. LA-CE-5847-E, in which all parties had the right to participate, it has been found that the Los Angeles Unified School District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Discriminating against certificated employees because of their union activities.
2. Failing to select Alex Caputo-Pearl for a teaching position at Crenshaw Magnet High School.
3. Interfering with the right of certificated employees to be represented by United Teachers Los Angeles (UTLA).
4. Interfering with the right of UTLA to represent its members.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE EERA:

1. Within ten (10) workdays after this decision is no longer subject to appeal, offer Alex Caputo-Pearl the teaching position for which he applied at Crenshaw Magnet High School, or if such a position no longer exists, then a substantially similar position. If requested by UTLA, the effective start date of the offered position shall coincide with the end of Caputo-Pearl's term as UTLA president.
2. Within ten (10) workdays after this decision is no longer subject to appeal, make whole Alex Caputo-Pearl for losses which he suffered as a result of the District's refusal to hire him at Crenshaw Magnet High School, including paying him back-pay augmented at an interest rate of 7 percent per annum, from the beginning of the 2013-2014 school year until the date of the offer of the new position, subject to any mitigation.

Dated: 8-27-19

Los Angeles Unified School District

By: [Signature]
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST THIRTY (30) CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.