



Multicultural Credit Guidelines

Background:

In 1973 the Los Angeles Unified School District initiated a multicultural requirement to comply with State Education Code Sections 44560-44563 (formerly Article 3.3, Section 13344-13344.4). This law requires each school with a substantial population of students of diverse ethnic backgrounds to provide an in-service preparation program designed to prepare teachers and other professional school service personnel to understand and effectively relate to the history, culture, and current problems of these students and their environment. Based on the Education Code, a school is considered to have a substantial population of students of diverse ethnic backgrounds where 25 percent or more of all the students in the school are of diverse ethnic backgrounds.

LAUSD Board Rule/Collective Bargaining Agreement (CBA):

Board Rule 3722 “Courses on Multicultural Understanding Required” was adopted to encourage participation of District employees in multicultural staff development programs.

Board Rule 3722 requires the completion of four semester units, or the equivalent, which includes a broad general course on minority groups and an in-depth course dealing with a minority group represented in the student enrollment of the school to which the employee was assigned at the time the study was completed, to qualify for a schedule advance on the Preparation, Children’s Center or Development Center Salary Table. Additional requirements are outlined in LAUSD Policy Guide S-16 *Salary Advancement Multicultural Requirement*.

The above requirement is incorporated into Article XIV, Section 22.0, of the LAUSD/UTLA Collective Bargaining Agreement. The multicultural understanding requirement includes two semester units of general survey coursework on minority groups and two semester units of specific coursework pertaining to a minority group.

Consistent with the State Ed. Code and the Collective Bargaining Agreement, the following are the guidelines for Multicultural Credit Courses. In all cases “minority” refers to racial and/or ethnic minority groups in the United States.

To satisfy the Multicultural-General requirement, a course must meet one or more of the following criteria:

The course must:

- provide general information on concepts of culture, assimilation, acculturation, and identity formation as a means to eliminate stereotypes.



- address the history, achievements and issues related to minority groups in terms of their experiences; includes instances of prejudice, discrimination and racism, and details their consequences.
- provide educational research and instructional strategies applicable to the diversity of students.
- provide strategies to integrate multicultural/human relations concepts into units of study.
- provide practical applications or field experiences involving contact with minority groups and institutions.

To satisfy the Multicultural-Specific requirement, a course must meet one or more of the following criteria:

The course must:

- provide an in-depth study of one or more specific minority groups.
- address the history, achievements and issues related to one minority group in terms of experiences as well as provide instances of prejudice, discrimination, racism and their consequences.
- provide information and strategies to counter stereotypes.

In addition to the above criteria, all coursework must meet the requirements for salary point credit as stated in Article XV of the LAUSD/UTLA Collective Bargaining Agreement. Courses that do not meet the above criteria will not satisfy the Multicultural requirement, but may still be applied towards salary point credit.