

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND  
AALA/TEAMSTERS 2010 LOCAL 2010 (Unit M)  
MEMORANDUM OF UNDERSTANDING 2025-28**

This Memorandum of Understanding (MOU) is made and entered into this \_\_\_\_ day of April, 2026 by and between the Board of Education of the Los Angeles Unified School District (“District”) and Associated Administrators of Los Angeles/Teamsters Local 2010 for employees in Unit M Certificated Management (“Unit M”).

Pursuant to the parties’ 2025-2028 Agreement, the District and AALA Teamsters have met and negotiated in good faith and have completed their negotiations on items previously sunshined. The term of this Agreement shall cover a period through June 30, 2028 (and continue thereafter on a day-to-day basis until such time as it may be terminated by either party upon 10 days’ notice). This agreement is the Successor to the 2025-2028 agreement and is the final resolution to all matters associated with the parties’ 2025-2028 Agreement.

**A. INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties’ 2025-2028 Agreement are incorporated as part of the parties’ successor Agreements except (1) as modified by this Memorandum of Understanding, or (2) as required to make appropriate, non-substantive language corrections.

**B. COMPENSATION:**

**I. 2025-2026 Salary Increase: 4%**

- Effective July 1, 2025, all AALA Teamsters Unit M bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect June 30, 2025.
- Effective January 1, 2026, all AALA Teamsters Unit M bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect December 31, 2025.

**II. 2026-2027 Salary Increase: 7.65%**

- Effective July 1, 2026, all AALA Teamsters Unit M bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect June 30, 2026.
- Effective January 1, 2027, all AALA Teamsters Unit M bargaining unit members shall receive a 3.65% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect December 31, 2026.

**III. 2027-2028 Salary Reopener:** On or after January 1, 2027, AALA Teamsters Unit M may reopen Article XIV Wages solely on compensation.

**C.** The District will make every effort to pay all negotiated increases as soon as possible following adoption by the Board of Education. Any retroactive salary payment under this agreement is to be issued on September 5, 2026.

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND  
AALA/TEAMSTERS 2010 LOCAL 2010 (Unit M)  
MEMORANDUM OF UNDERSTANDING 2025-28**

**D. ADDITIONAL AGREEMENTS:**

1. Article I - Recognition
2. Article III – Dues Deduction
3. Article VI – AALA/Teamsters 2010 Rights
4. Article VII – Evaluation and Due Process
5. Article VIII – Grievance and Arbitration Procedures
6. Article IX – Administrative Assignments and Transfers
7. Article X – Duties, Responsibilities, and Hours
8. Article XI – Leaves and Absences
9. Article XIII – Holidays and Vacation
10. EDSSL Sideletter
11. Principals Assigned to Priority Schools Sideletter
12. Professional Development Sideletter
13. Summer School Sideletter
14. Single Administrator Site Sideletter
15. AP, ELR Salary Sideletter
16. APEIS Salary Sideletter
17. Early Education Principals and Directors Committee Sideletter

**E. REOPENER:** On or after January 1, 2027, each party may reopen negotiations on one (1) article of the Unit M Collective Bargaining Agreement.

**F. TERM OF AGREEMENT:** This Agreement shall become effective upon ratification by the Union and adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2028, and thereafter shall be extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice. This Agreement is the final resolution to the parties 2025-2028 successor negotiations.

The agreement is subject to ratification by the membership of Unit M and to final approval by the LAUSD Board of Education.

Date of agreement: April \_\_\_\_, 2026

Los Angeles Unified School District

AALA Teamsters Local 2010

By: \_\_\_\_\_

By: \_\_\_\_\_

Maria Nichols  
President, AALA Teamsters Local 2010

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND  
AALA/TEAMSTERS 2010 LOCAL 2010 (Unit M)  
MEMORANDUM OF UNDERSTANDING 2025-28**

By: \_\_\_\_\_  
Jason Rabinowitz  
Secretary-Treasurer, Teamsters 2010

By: \_\_\_\_\_  
AALA Teamsters 2010 Representative

By: \_\_\_\_\_  
AALA Teamsters 2010 Representative

Adopted and approved by the Board of Education on \_\_\_\_\_, 2026.

By: \_\_\_\_\_  
Scott Schmerelson, President  
LAUSD Board of Education

AALA/Teamsters Initial Proposal 5/2/2025  
District Counter 6/25/2025  
AALA/Teamsters Counter 9/26/2025  
District Counter 10/8/2025

mmw @ 12/4/25  
TA @ 12/4/25

**AALA/TEAMSTERS - UNIT M**  
**ARTICLE I**

**RECOGNITION**

Subject to the provisions set forth below, the District has recognized AALA/Teamsters Local 2010 as the exclusive representative of the Certificated Supervisory Unit described below.

**Agree with “AALA/Teamsters Local 2010” throughout the Article**

1.0 The Unit: The Certificated Supervisory Unit (Unit MSX) shall be as follows:

1.1 Inclusions: All certificated employees on the Master Salary Schedule, including all school-based administrators and non-school-based administrators except for those positions excluded below.

1.2 Exclusions:

- (1) All classified personnel;
- (2) All certificated personnel covered by the Teachers’ Unit, or the Teacher Assistants’ Unit;
- (3) School Physicians, and Pediatricians, and Counseling Assistants;
- (4) All Managerial and confidential personnel on the Master Salary Schedule. A list including the names and titles of such personnel will maintained by the District and shall be forwarded to AALA/Teamsters Local 2010 by August 1 of each year.

The parties agree that this represents the appropriate unit. It may be revised only by mutual agreement or by a Public Employment Relations Board unit clarification decision, ~~but it is agreed that the parties may file for a unit clarification proceeding involving this unit only to the extent that the District creates new classifications or substantially changes the responsibilities of an existing classification.~~

**Agreed 10/8/2025**

1.3 If the District intends to close a certificated supervisory position represented by AALA/Teamsters Local 2010 and create a new classified position with a substantive number of duties contained in the closed certificated supervisory position, the District shall notice AALA/Teamsters Local 2010 of the intent at least ~~four (4)~~ six (6) weeks when feasible prior to the action.

2.0 Nature of Relationship: Recognizing the sensitive and important role of administrators as representative of the Board and Superintendent, it is the mutual

## Article I - Recognition

intention and commitment of AALA/Teamsters Local 2010, the Superintendent and the Board.

- a. That their relationship remain cooperative and non-adversarial;
- b. That they shall meet and confer on a regular basis on subjects within the scope of negotiations, and such other matters that the parties may mutually desire to discuss, with their agreed-upon resolutions to be embodied in this Agreement if so agreed; and
- c. That pending such agreed-upon resolutions, and subject only to such restrictions as may be included in such agreed-upon resolutions, the District retains full authority to operate and to make (and implement) decisions pursuant to the existing Board Rules, Administrative Regulations and policies, which fall within the scope of negotiations under the EERA. Proposed changes to said existing Board Rules and Administrative Regulations are subject to paragraph b above; and
- d. That it is intended that AALA/Teamsters Local 2010 will be authorized to designate a representative on all appropriate District committees, particularly those District committees where UTLA is granted the right to appoint a representative.

AAALA/Teamsters Initial Proposal 5/16/2025  
District Counter 6/25/2025  
AAALA/Teamsters Counter 9/5/2025  
District Counter 9/26/2025  
District Amended Counter 1/29/2026

TD 10 2/27/26  
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**AAALA/Teamsters Unit M**  
**ARTICLE III**

**DUES DEDUCTION**

1.0 Voluntary Authorizations Payroll Deductions: The District shall deduct AAALA/Teamsters Local 2010 dues, fees and Union political action fund contributions from the salary of each employee, as certified to the District by AAALA/Teamsters Local 2010. ~~who has submitted a written authorization.~~ Such an authorization deductions shall continue in effect unless ~~revoked in writing by the employee~~ the District is directed to otherwise by the Union. ~~Such revocation~~ Any change to an employee's deduction shall be effective at the next pay period, provided notice is given twenty (20) calendar days prior to the next payday. For payroll purposes, the District shall deduct on a monthly basis an amount which is evidenced by an upload file submitted no later than the 10<sup>th</sup> of each month to the District by AAALA/Teamsters Local 2010. ~~The District shall deduct one-twelfth (1/12) of such annual dues from each regular salary warrant which contains sufficient funds to cover the deductions.~~

If the District's withholdings from an employee's salary in any payroll period are insufficient to meet the amount authorized by the employee for AAALA/Teamsters Local 2010 dues or AAALA/Teamsters Local 2010-sponsored insurance, the District shall make an appropriate adjustment on a subsequent pay warrant. AAALA/Teamsters Local 2010 agrees to hold the District harmless against any claims or liabilities arising out of any such adjustments.

**Agree 6/25/2025**

**Agree "AAALA Teamsters Local 2010" throughout Article**

2.0 Remitted to AAALA/Teamsters Local 2010: A deposit approximating the amount of dues so deducted shall be remitted to AAALA/Teamsters Local 2010 on payday, and the reconciled amount will be supplied to AAALA/Teamsters Local 2010 within thirty (30) days after the deductions are made, together with a list of affected employees. The Deductions Process Report (DPR) will be provided on a monthly basis prior to the receipt of the remittance monies. The report shall include the employee number, first initial and last name, and amount withheld.

3.0 Exclusive to AAALA/Teamsters Local 2010: Payroll deductions for membership dues from employees shall be exclusive on behalf of AAALA/Teamsters Local 2010, and no dues deductions are to be made on behalf of any other employee organization as defined in Government Code 3540.1(d).

4.0 Any employee who is not a member of AAALA/Teamsters Local 2010 and requests AAALA/Teamsters Local 2010 to utilize the grievance/arbitration provisions on the employee's behalf, shall be subject to charges by AAALA/Teamsters Local 2010 for the reasonable cost of using such procedures. Such charges are between the employee

## Article III – Dues Deduction

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and AALA/Teamsters Local 2010, and disputes regarding such matters are not subject to the grievance procedures of this Agreement.

4.1 Implementation dates: AALA/Teamsters Local 2010 members' payment obligations applicable to employees shall be processed by the District with the payroll immediately following the effective date of the payment requirement, provided that the information is on file with the Payroll Branch by the deadline for filing time reports.

~~4.2 Should LAUSD hold District-wide meetings specifically for employees newly assigned to an AALA represented classification (e.g. New Principals or New Assistant Principal Meetings), AALA shall be allowed to make a brief presentation regarding AALA membership information to the participants. The District shall inform AALA of the date, time and location of such meetings.~~

**Agree 6/25/2025**

~~4.3 4.2 Indemnity/Hold-Harmless: AALA/Teamsters Local 2010 agrees to indemnify and hold the District harmless against any and all liabilities (including reasonable and necessary costs of litigation), arising from any and all claims, demands, suits, or other actions relating to the District's compliance or attempted compliance with either this Agreement or relating to the conduct of AALA/Teamsters Local 2010 in administering this Agreement, AALA/Teamsters Local 2010 shall have the right to determine and decide all matters relating to settlement and conduct of the litigation. In no case shall District funds be involved in any remedy relating to dues deductions. Any underpayments to AALA resulting from the District's failure to make a required deduction shall be remedied by additional deductions from the affected employee(s). Any overpayments to AALA resulting from excessive deductions shall be remedied either by refund from AALA to the affected employee(s) or by a credit against future payments by the affected employee(s).~~

**Agree 6/25/2025**

4.4 4.3 The District will furnish any information needed by AALA/Teamsters Local 2010 to fulfill the provisions of this Agreement.

5.0 The District shall remain neutral regarding an employee's membership in the Union and shall not attempt to resolve disputes between AALA/Teamsters Local 2010 and represented employees concerning union membership or deductions. The District will direct employee questions or concerns regarding Union membership, including requests to change or cancel deduction, to AALA/Teamsters Local 2010.

**Agree 6/25/2025**

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2/29/26

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| AALA/Teamsters Unit M Initial Proposal 3/5/2025<br>District Counter 5/2/2025<br>AALA/Teamsters Counter 9/5/2025<br>District Counter 9/26/2025 AM<br>AALA/Teamsters Counter 9/26/2025 PM<br>District Counter 10/8/2025<br>AALA/Teamsters Counter 10/24/2025 | District Counter 11/14/2025<br>AALA/Teamsters Counter 11/21/2025<br>District Counter 12/18/2025<br>AALA/Teamsters Counter 1/16/2026 AM<br>District Counter 1/16/2026 PM<br>AALA/Teamsters Counter 1/29/2026 AM<br>District Counter 1/29/2026 PM |
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**AALA/Teamsters - Unit M  
ARTICLE VI**

**AALA TEAMSTERS 2010 RIGHTS**

**1.0 – 3.0 – Parties Proposed No Changes**

4.0 Released Time for Negotiations: Up to eight negotiating team employee representatives designated by AALA/Teamsters shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District.

**CCL**

4.1 Collective Bargaining Agreement (CBA) Negotiations Preparation Release Time: Beginning with negotiations for the 2028-31 Successor CBA, the District shall provide the bargaining team of up to eight (8) members four (4) work days of paid release time to prepare for negotiations during each 3 year successor CBA cycle. The costs associated with requests for additional preparation release time (beyond 4 work days) shall be borne by AALA/Teamsters.

5.0 Organizational Leave: The President of AALA/Teamsters shall, upon request of both AALA/Teamsters and the employee, be placed on leave of absence for a period of one semester or more. Any pay for such leave shall be the responsibility of AALA/Teamsters.

5.1 AALA/Teamsters Union Business Release: Where attendance at Union events by AALA Teamsters elected officers is required, organizational leave time to attend such events may be taken, subject to providing no less than seventy-two hours (72 hours) advance notice of the name(s) of the officer(s) and the duration of their organizational leave. For extended organizational leave of more than two (2) days, two-weeks advance notice of the name(s) of the officer(s) and the duration of their organizational leave shall be provided. The Union will reimburse the District for the cost of the officer's salary and benefits while on organizational leave, and no expenses of attending the Union event shall be borne by the District.

**Agreed 9/5/2025**

**6.0 – Parties Proposed No Changes**

7.0 AALA/Teamsters Meetings: AALA/Teamsters may convene meetings as provided herein. Such meetings are to be separate from District-scheduled meetings, voluntary, and on non-duty time. AALA/Teamsters-convened meetings are to be completed before the usual hours of service of the participants, during the

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**AALA/Teamsters - Unit M**  
**ARTICLE VI - AALA TEAMSTERS 2010 RIGHTS**

participants' duty-free lunch period, or after the usual hours of service of the participants. Also, if employees are present for a District-convened meeting, and if during such meeting there is a normal designated break time, AALA/Teamsters may convene a voluntary meeting during a reasonable portion of the break. AALA/Teamsters-convened meetings are not to cause non-duty periods during the business day to be extended beyond normal time.

7.1 Regional Meetings of Administrators: AALA/Teamsters shall have the right to make brief, appropriate announcements within the first 15 minutes or at the start of the last 15 minutes of Regional monthly meetings of Principals, Assistant Principals and APEIS, and central monthly meetings of Regional Directors.

**Agreed 11/21/2025**

8.0 On a monthly basis, the District shall provide AALA/Teamsters with an electronic file of all employees in the bargaining unit. The file will include the following information:

- Name
- Employee Number
- Position Title Description/Code
- Department
- Region
- Cost Center (Work) Location Description/Code
- Work Location Address
- Office/Room Number (as available)
- Salary rate
- Pay Scale Group
- Base Wage Type
- Pay Scale Level
- Work Telephone Number
- Home Telephone Number (as available)
- Cellular Telephone Number (as available)
- Work Email Address
- Personal Email Address (as available)
- Home Address
- Hire Date (date employee hired by district in any capacity)
- "4000 Date" (date employee became a certificated administrator)
- Separation date and reason
- Leave of absence date

**Agreed 11/21/2025**

9.0 Access to New Bargaining Unit Members: AALA/Teamsters shall be permitted to meet with new bargaining unit employees for thirty (30) minutes on paid time, at New Employee Orientation sessions, if conducted by the District, for the purpose of sharing information with new employees. This may include no more than one session of any New Principal/Assistant Principal Academy series. Alternatively, AALA/Teamsters

AALA/Teamsters - Unit M  
ARTICLE VI - AALA TEAMSTERS 2010 RIGHTS

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M 2/27/26

may elect to be provided thirty (30) minutes of access during a new bargaining unit employee's paid workday to conduct an orientation session at a time mutually agreeable to the Union and the appropriate supervisor/Director. The Union must exercise this right and the District shall provide such access in the first thirty (30) working days of a new bargaining unit employee's assignment, unless otherwise mutually agreed to in writing by the Union and the appropriate supervisor/Director.

**Agreed 9/26/2025**

AAALA/Teamsters Unit M Initial Proposal – 4/11/2025

District Counter – 5/2/2025

Union Counter – 10/8/2025

District Counter – 11/14/2025

## AAALA/Teamsters – Unit M

### ARTICLE VII

#### EVALUATION AND DUE PROCESS

##### **1.0 – 1.2 – Parties Proposed No Changes**

1.3 Frequency of Evaluation: Employees shall be evaluated at least once during each of the first two school years of service within the classification to which assigned, and except as provided below, at least every other school year thereafter. An employee may be evaluated any school year if deemed appropriate by the immediate administrator. Upon request, an employee to be re-evaluated in successive years shall be given a written explanation as to the reason(s) for such action. An employee shall be evaluated in a given year if for the prior year the employee received an “Ineffective” rating in any area or element of the evaluation. In the case of permanent employees who have been employed by the District for at least 10 years, and who have continuing status in the class, the period between evaluations may, in the joint discretion of the evaluator and the employee, be extended beyond the two-year period so that the evaluation may be made once in a three, four, or five-year period, subject to the following limitations:

a. The term of the extension shall be provided in writing to the employee by the evaluator.

b. Such arrangement for an evaluation beyond the two-year cycle requires the joint consent of the evaluator and employee; such consent is entirely discretionary and individualized, and may be withdrawn by either party ~~at any time in writing no later than the end of the 5<sup>th</sup> week of the employee’s assignment.~~

~~c. However, (i) the withdrawing party shall provide written notice to the other party to that effect, identifying the reason(s) or cause(s) for the withdrawal, and (ii) the notice of withdrawal should be given before the end of the school year preceding the next intended evaluation, and shall not be given later than the date that the newly reinstated evaluation procedures are to begin.~~

~~d.~~ Because the Education Code (Section 44664) makes these evaluation frequency decisions entirely discretionary and individualized, any decision to grant, deny or withdraw consent shall not be subject to the grievance procedures of this agreement.

1.4 Areas of Evaluation for certificated management/supervisory personnel are specific performance standards found in the School Leadership Framework, Principal Supervisor Leadership Framework, and the School Support Administrator Framework. The Standards, Components, and Elements of effective practice have been identified by Human Resources and include: Leadership and Professional Growth; Change Management and Vision; Professional Development, Leadership Capacity, and Instruction; Culture of Learning; Advocacy, Collaboration, and Community Engagement;

## Article VII – Evaluation and Due Process

and Accountability, Systems and Operations. The focus elements shall include: three unified focus elements to be identified by the District on a District-wide basis; and one or two cooperatively established elements. An employee’s final evaluation shall include an overall evaluation rating, including but not limited to progress towards the District Unified Focus Elements, selected Growth Elements, punctuality, and attendance.

1.5 Measures of Evaluation: Each elements and the overall evaluation shall be rated. Measures of evaluation shall be “Highly Effective”, “Effective”, “Developing”, and “Ineffective”.

CCL

Agreed 10/8/2025

### 1.6 – 4.3 – Parties Proposed No Changes

4.4 Grievances: Evaluation matters are not grievable under Article VII except when the final overall evaluation is ranked “Ineffective”. However, if an overall evaluation of “Effective” or “Highly Effective” is issued, but there is a significant disparity between such rating and the composite of negative individual ratings or comments on the form, the evaluation shall be subject to grievance on the same basis as an overall “Ineffective” evaluation.

CCL

Agreed 10/8/2025

It is acknowledged that many of the above evaluation rules are intended solely as procedural guidelines. In grievances under this Section, it is therefore intended that there be a distinction between harmless procedural errors as compared to violations which materially prejudice the substantive validity and reliability of the evaluation.

### 5.0 – Parties Proposed No Changes

6.0 Notice of Unsatisfactory Service or Act, and Suspension:

a. A Notice of Unsatisfactory Service/Act(s), and/or Suspension from normal duties for up to 15 working days without pay, may be given for cause at any time. Except in emergencies, the imposition of any such action must be preceded by a conference between an appropriate administrator and the employee if the employee is available. The employee in such circumstances shall be notified of the right to be accompanied and represented at the conference by an AALA representative or any other person of the employee’s choice so long as that person is not a representative of another employee organization. Non-availability of the employee or representative for more than a reasonable time shall not delay the conference.

CCL

Agreed 10/8/2025

b. When an administrator has a conference with an employee where it is evident at the time the meeting is scheduled that the employee is the focus of possible disciplinary action, the employee shall be notified of the purpose of

## Article VII – Evaluation and Due Process

the meeting before the meeting takes place, and that it is the employee's right to be accompanied and represented by an AALA representative or any other person so long as that person is not a representative of another employee organization. Non-availability of the representative for more than a reasonable time shall not delay the conference. However, the right shall not extend to routine conferences or to any conference conducted under the evaluation procedures except for a final conference involving an "Ineffective" rating. ~~The concept of~~ "Progressive discipline" is to be generally applicable, but with the understanding that circumstances may make progressive discipline inappropriate. The prohibition of disparate treatment is also generally applicable but with the understanding that reasonable diversity and local practice are to be expected. Following the issuance of a Notice of Unsatisfactory Service/Act(s) and/or Suspension, the employee shall be provided with assistance and guidance.

Agreed 5/2/2025

6.0 c – 12.0 – Parties Proposed No Changes

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MW 2/17/26

AALA/Teamsters Initial Proposal – 3/19/2025  
District Counter – 4/11/2025  
AALA/Teamsters Counter – 5/16/2025 AM  
District Counter – 5/16/2025 PM (Corrected 1.1b)  
AALA/Teamsters Counter – 6/25/2025  
District Counter – 9/5/2025  
AALA/Teamsters Counter – 10/24/2025  
District Counter – 11/14/2025  
AALA/Teamsters Counter – 11/21/2025  
District Counter – 11/21/2025

## ARTICLE VIII

### GRIEVANCE AND ARBITRATION PROCEDURES

#### 1.0 Grievance and Arbitration Procedures

1.1 Grievance and Parties Defined: This grievance procedure ~~is shall~~ not be applicable to grievances arising under, ~~and subject to the limitations contained~~ within, the following:

- ~~a. Article II, Sections 2.0 and 3.0;~~
  - ~~b. Article III;~~
  - ~~c. Article VI;~~
  - ~~d. Article VII, with the exception of Sections 3.1, 3.2, 10.0, and 11.0;~~
  - ~~e. Article VIII;~~
  - ~~f. Article IX, Section 4.0;~~
  - ~~g. Article X, 1.3;~~
  - ~~h. Article XI;~~
  - ~~i. Article XII;~~
  - ~~j. Article XIII except Section 7.0;~~
  - ~~k. Article XV;~~
  - ~~l. Article XVI; and~~
  - ~~m. Any Article or provision so indicated elsewhere in the text of the Agreement, and subject to any exclusion or limitation indicated elsewhere in the text of this Agreement.~~
- a. Article V District Rights
  - b. Article XIV Health and Welfare
  - c. Any Article or provision so indicated elsewhere in the text of the Agreement as being excluded from this Grievance article and process.

A grievance is defined as a claim that ~~there has been a violation of one of the above referenced Articles and Sections~~ the District has violated an express term of this Agreement and that by reason of such violation the grievant's rights under the ~~Article or Section Agreement~~ Agreement have been adversely affected. Grievances as so defined may be filed by:

**11/14/2025 AGREED**

- a. Any employee.

## Article VIII – Grievance and Arbitration Procedures

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b. AAALA/Teamsters Local 2010 on behalf of an employee ~~with written approval of the involved employee(s)~~. When filing a grievance on behalf of an individual employee, AAALA/Teamsters must identify the affected employee. When filing a grievance on behalf of a group of employees, AAALA/Teamsters need not specify the names of the affected employees, but must describe the group so that the District has fair notice of the nature and scope of the claim and can then ascertain the names of the affected employees.

**5/16/2025 AGREED**

c. AAALA/Teamsters on its own behalf as to alleged violations of rights granted to the Union in this Agreement

**5/16/2025 AGREED**

1.2 All matters and disputes which do not fall within the above definition of a grievance are excluded from this procedure, including but not limited to those matters for which other methods of adjustment may be provided under the Education Code, such as dismissals and reductions in force under certain circumstances.

**10/24/2025 AGREED CCL**

1.3 If the same or essentially the same grievance is filed by regarding more than one employee, then AAALA /Teamsters may, upon the District's agreement, process the grievance under this Article on behalf of the other involved grievants. The final determination of that grievance shall apply to the other pending grievances. ~~more than one employee, one grievance may, upon proper notice from AAALA, be processed on a representative basis on behalf of the other grievants. The final determination shall apply to all such grievants.~~

**5/16/2025 AGREED**

1.4 The respondent in any grievance shall be the District itself rather than any individual administrator.

1.5 Unless the parties mutually agree to the contrary, the filing or pendency of a grievance shall not delay or interfere with any District action while the grievance is being processed. By the same token, if it is later determined that the grievance is meritorious, nothing in the foregoing sentence shall preclude remedial relief covering the period during which the grievance was being processed, including the applicable portion of the 15-day period preceding the filing of the grievance.

**CCL 5/16/2025 AGREED**

Processing and discussing the merits of a grievance shall not be considered a waiver by the District of a defense that the matter is not arbitrable or that it should be denied for other reasons which do not go to the merits.

**10/24/2025 AGREED CCL**

2.0 Representation Rights: The grievant may represent himself/herself or may be accompanied and/or represented by an AAALA/Teamsters representative at all grievance meetings. The District respondent shall have the right to be accompanied by another District representative. By mutual agreement of AAALA/Teamsters and the District, other persons ~~such as witnesses~~ may also attend grievance meetings. Grievance

## Article VIII – Grievance and Arbitration Procedures

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resolutions involving only the employee are not precedent setting unless agreed to by the Union and the District; in such cases, the same grievance arising out of the same facts and involving the same grievant(s) may not be brought forth again by the Union.

**5/16/2025 AGREED**

3.0 Released Time for Employees and AALA/Teamsters Representatives: Grievance meetings will be scheduled by the District at mutually convenient times and places during District business hours, and so as to minimize interference with the instructional program. Reasonable employee release time, including necessary travel time will be provided to the grievant, to an AALA/Teamsters representative (if a District employee) if one is to be present, and to any witness (if a District employee) who attends by mutual agreement. Such persons shall also be provided mileage reimbursement. Similar provisions will be made for arbitration hearings.

**6/25/2025 AGREED CCL**

~~4.0 — Confidentiality: In order to encourage a professional and harmonious disposition of grievances, it is agreed that from the time a grievance is filed until it is finally resolved, neither AALA/Teamsters, the District, the grievant nor any person acting in connection with any of them shall make public the grievance or evidence regarding the grievance. This prohibition is not intended to restrict normal interviewing of witnesses and other necessary preparation for hearings. If the grievant or AALA violates the above confidentiality requirement, the grievance shall be dismissed with prejudice. If the District violates the above confidentiality requirement, the grievance shall be deemed sustained, subject to a hearing limited to the issue of appropriate remedy.~~

**5/16/2025 AGREED**

~~5.0~~ 4.0 Effect of Time Limits: If a grievance is not processed by the grievant or AALA/Teamsters at any step in accordance with the time limits of this Article, it shall be deemed withdrawn. The District shall respond in writing in a timely manner, as provided in this Article. If the District fails to do so, the grievance is deemed denied and the grievant may proceed to the next Step or to arbitration under Section 11.0. All time limits and grievance steps may be shortened, extended or waived, but only by mutual written agreement.

**6/25/2025 AGREED CCL**

~~6.0~~ 5.0 “Day” Defined: A “day”, for purposes of this Article, is defined as any day of the calendar year except Saturdays, Sundays and ~~legal or school~~ District holidays.

**5/16/2025 AGREED**

~~7.0~~ 6.0 Informal Conference: Prior to filing a formal grievance, the employee shall make a reasonable attempt to meet to resolve the dispute by means of an informal conference with the appropriate administrator. This requirement, however, will not set aside the time limits required under Step One. The informal conference shall not be required if the grievance relates to the issuance of discipline to the employee. The meeting may be waived by mutual agreement.

**6/25/2025 AGREED**

## Article VIII – Grievance and Arbitration Procedures

TA @ 2/27/26  
m

~~8.0~~ 7.0 Step One: A formal grievance must be filed within ~~15 days~~ 30 days after the grievant or AALA/Teamsters knew or reasonably should have known of the occurrence of the facts upon which the grievance is based. The grievance must be presented in writing by completing the appropriate grievance form. If a grievance does not relate to the immediate administrator and the remedy requested is not within the authority of the immediate administrator to grant, the grievant may initiate the grievance with the responsible administrator who has such authority.

**6/25/2025 AGREED**

a. A meeting between the grievant and the appropriate administrator shall take place within ~~five (5)~~ ten (10) days from the date of the presentation of the grievance. The timeline may be extended by mutual consent of AALA/Teamsters and the District. The administrator shall reply within ~~five (5)~~ ten (10) days following the meeting. The receipt of such reply will terminate Step One. Unless there is a mutual written agreement to the contrary, Step One shall terminate on the ninth (9<sup>th</sup>) business day at the close of business following the Step One meeting.

**6/25/2025 AGREED**

b. Step One may be skipped by mutual consent.

~~9.0~~ 8.0 Step Two: If the grievance is not resolved at Step One, the grievant may, within ~~five (5)~~ ten (10) days after the termination of Step One, present the grievance to the appropriate Superintendent or designee. A meeting shall take place within ~~five (5)~~ ten (10) days of the presentation of the grievance. The timeline may be extended by mutual consent of AALA/Teamsters and the District. The appropriate Superintendent or designee shall reply within ~~five (5)~~ ten (10) days following the meeting. The receipt of such reply will terminate Step Two.

**6/25/2025 AGREED**

~~10.0~~ 9.0 Step Three: (To be bypassed if the Deputy Superintendent was involved in Step Two). If the grievance is not resolved at Step Two, the grievant may, within ~~five (5)~~ ten (10) days after termination of Step Two, present the grievance to the Deputy Superintendent or designee. A meeting shall take place within ~~five (5)~~ ten (10) days of the presentation of the grievance. The timeline may be extended by mutual consent of AALA/Teamsters and the District. The Deputy Superintendent or designee shall reply within ~~five (5)~~ ten (10) days following the meeting. The receipt of such reply will terminate Step Three.

**6/25/2025 AGREED**

~~11.0~~ 10.0 Request for Arbitration: If the grievance is not settled at the above Steps, AALA/Teamsters, with the concurrence of the grievant, may submit the matter to arbitration by a written notice to the Office of Staff Relations within ~~five (5)~~ twenty (20) days after termination of the last Step above.

**5/16/2025 AGREED**

~~12.0~~ 11.0 Selection of Arbitrator: Within seven (7) days of receipt of the request for arbitration, AALA/Teamsters and the District shall meet to select an arbitrator.

## Article VIII – Grievance and Arbitration Procedures

TD @ 2/27/26  
NW 2/27/26

The arbitrator shall be jointly selected by AALA/Teamsters and the District, or shall be selected alternatively striking names from the list of arbitrators agreed upon by AALA/Teamsters and District and maintained in the Office of Staff Relations. The District and AALA/Teamsters shall mutually agree to a list of no less than five and no more than ten arbitrators. This list shall be updated/modified by mutual agreement.

Carol Vendrillo – 3/19/2025 AGREED CCL

George Marshall – 3/19/2025 AGREED CCL

Katherine Thomson – 3/19/2025 AGREED CCL

Jan Stiglitz – 3/19/2025 AGREED CCL

Yuval Miller – 5/16/2025 AGREED

Sheri E. Ross

a. When the District and AALA/Teamsters are selecting an arbitrator from their mutually agreed upon list of arbitrators, if an arbitrator selected is unavailable for a hearing within sixty days, the parties shall contact the next remaining arbitrator in reverse order of striking until one is selected to serve within sixty days, unless it is mutually agreed to extend the time requirement.

b. The arbitrator shall serve as the Chair of a three member arbitration panel, with the other two members to be appointed directly by the District and AALA/Teamsters respectively. All rulings and decisions will be made by majority decision of the panel.

~~13.0~~ 12.0 Scheduling Hearings: A hearing shall be scheduled within sixty days from selection of the arbitrator, but shall not be scheduled during off-track time except by mutual agreement. Also, by mutual agreement, grievances may be submitted to expedited arbitration.

Expedited arbitration will involve a hearing within ten days following selection of the arbitrator, with no transcripts, no briefs, and with a summary letter award to be issued within five (5) days of the close of the hearing. Expedited cases shall, in all other respects, conform to the provisions of this rule.

~~14.0~~ 13.0 Optional Preliminary Hearing: If the District claims the grievance should be dismissed for reasons that do not go to the merits of the grievance, such as ~~1) breach of confidentiality, 2) 1) matter beyond scope of procedure, 3) 2) mootness, or 4) 3) untimeliness,~~ the District may cause its claim to be heard and ruled upon by the panel prior to a hearing on merits. ~~If AALA/Teamsters claims that the grievance should be sustained because the District has allegedly violated confidentiality, it may also invoke proceedings under this provision.~~ If either party the District plans to invoke this separate preliminary hearing, it shall so advise the other party AALA/Teamsters prior to the selection of an arbitrator. Immediately after selection for the preliminary hearing, either party may require, by written notice, that a different arbitrator be selected to hear the

## Article VIII – Grievance and Arbitration Procedures

TA [Signature] 2/27/26  
me 2/27/26

merits in the event that the preliminary hearing does not result in dismissal of the grievance.

a. There shall be at least fifteen (15) days between the panel's decision on the preliminary matter(s) and any hearing on the merits ~~(or on remedy in the case of a breach of confidentiality claim raised by AALA/Teamsters).~~

b. The preliminary hearing is optional ~~to the party having the right to invoke it.~~ If not utilized, the party District shall not be precluded from raising its arbitrability defenses ~~(or breach of confidentiality claim)~~ at the regular hearing, provided that it gives the other party reasonable Union notice of its intention to do so prior to the selection of an arbitrator. ~~Both AALA/Teamsters and the~~ District shall retain all rights they have it has under law to pursue issues relating to arbitrability, or non-arbitrability, of a grievance.

### 11/21/2025 AGREED

~~15.0~~ 14.0 Documents and Witness Lists: Either party may request from the other the right to review and copy at the requesting party's expense, non-privileged documents relevant to the grievance. If the other party disputes the request, the arbitrator shall determine the issue. The parties shall exchange lists of intended witnesses at least five (5) days prior to the first hearing date.

~~16.0~~ 15.0 Conduct of Hearings: Hearings shall be conducted in accordance with the procedures contained in Government Code Section 11513. Hearing sessions shall be private with attendance limited to the panel, the parties' representatives and witnesses as scheduled. In cases involving below-standard evaluations or disciplinary action, the District shall proceed first in providing evidence. If a hearing is scheduled during duty hours, reasonable employee released time, including necessary travel time without loss of salary, will be provided to the grievant and to any witness(es).

### 6/25/2025 AGREED

~~17.0~~ 16.0 Limitations Upon Arbitrators: The arbitration panel shall have no power to alter, add to, or subtract from the provisions of this Agreement, but shall only determine whether a specific Article/Section has been violated as alleged in the grievance and, if so, what the remedy should be within the meaning of the applicable contract provisions. Past practice of the parties in interpreting and applying the provisions of the Agreement, or of predecessor Board Rules, may be relevant evidence, but shall not be used so as to justify or result in what is in effect a modification or addition to this Agreement.

### 10/24/2025 AGREED CCL

~~18.0~~ 17.0 Effect of Arbitration Award: The arbitration panel's decision shall be final and binding upon the grievant(s), AALA/Teamsters and the District. The California law on final and binding arbitration awards between a school district and an employee organization shall be applicable to such a decision. A final and binding award which determined the merits of a dispute shall be conclusive on the grievant(s), AALA/Teamsters and the District in any subsequent proceedings, including disciplinary and termination proceedings. This grievance procedure shall be the employee's and AALA/Teamsters' sole

## Article VIII – Grievance and Arbitration Procedures

JA (10) 2/27/26  
M 2/27/26

and final remedy for any claimed violation of this Agreement. The arbitration award shall be issued within sixty days following the final submission of any brief.

**10/24/2025 AGREED CCL**

~~19.0~~ 18.0 Expenses: All fees and expenses of the arbitrator shall be shared equally by AALA/Teamsters and the District. Each party shall bear the expense of presenting its own case. A transcript of the proceedings shall not be required, but either party may order a transcript at its own expense. If the other party at any time desires a copy of the transcript, it must share equally the cost of the reporter and transcription as well as the copy.

~~20.0~~ 19.0 No Reprisals: There shall be no reprisal against an employee for utilizing these grievance procedures, for assisting a grievant pursuant to these procedures, for being a member of the Association, participation in protected activities or exercising their rights under this agreement.

~~21.0~~ 20.0 Grievance Files: The District's Office of Staff Relations shall maintain a file of all grievance records and communications separate from the personnel files of the grievant(s), and grievance documents and decisions shall not be included in the personnel file unless it is reasonably necessary or appropriate to do so.

### ~~22.0~~ 21.0 Overpayment Grievance Procedure

- a. The District or employee identifies overpayment or underpayment.
- b. District notifies employee and AALA/Teamsters and recommends a recovery plan.
- c. If there is no response or objection within 10 working days from the date of mailing of the notice, the District will implement its recommended recovery plan.
- d. If the employee or AALA/Teamsters makes one of the following objections in a timely manner: denies money owed; questions the amount to be recovered; or objects to the payment plan, a meeting by the employee and/or AALA/Teamsters will be conducted with the District to resolve the objection and determine the recovery plan. If there is no agreement, the employee or AALA/Teamsters may file a grievance regarding the recovery such grievance must be filed within 15 working days following written notice by the District that the discussion process has been exhausted. If a grievance is not timely filed, recovery shall go forward as proposed by the District.
- e. The grievance procedure shall be conducted pursuant to this Article.
- f. Recovery of payments shall be suspended during the grievance procedure.

**10/24/2025 AGREED CCL**

AAALA/Teamsters 2010 Initial Proposal 3/5/2025  
District Counter 4/11/2025  
Union Counter 6/25/2025  
District Counter 9/5/2025  
Union Counter 10/8/2025  
District Counter 11/14/2025

## ARTICLE IX

### ADMINISTRATIVE ASSIGNMENTS AND TRANSFERS

#### 1.0 Administrative Staffing Procedures

##### 1.1-1.3 – Parties Proposed No Changes

1.3.1 School Support Administrators (without return rights to an administrator position): Released School Support Administrators without return rights to an administrator position shall be placed on a list for a period of twelve (12) months for consideration for assignments.

Agreed 10/8/2025

##### 1.4-1.6 – Parties Proposed No Changes

1.7 District Initiated Transfers: The District may transfer employees when such action is deemed to be in the best interest of the educational program of the District. The employee shall be informed and definitive reasons for the transfer will be given during the conference held with the employee prior to the change of assignment. Written reason(s) for such transfer shall be supplied to the employee upon the employee's request.

CCL

1.8 Employee Initiated Transfers: Employees who have served for three consecutive years at a school in the same classification may request a transfer on the appropriate transfer form. After employees achieve permanent status in the classification, they may request a transfer. Employees may request a transfer to a specific location or unit/Local District. Transfer requests by the employee may be submitted at any time, but no later than May 15 for a Fall assignment, to the current administrative supervisor who shall forward the request to the Human Resources Division. The request shall then be forwarded by the Human Resources Division to the appropriate administrative supervisor for consideration.

a. Such transfer requests do not require that there be a known vacancy or opening at the time the requests are filed. Such requests shall be retained for assignment during the following semester, but may be renewed by the employee. To assist employees in requesting transfers, the following posting procedures shall be followed:

b. By May 1, the District shall post a list of known administrative vacancies (see e below) for the fall semester.

## Article IX – Administrative Assignments and Transfers

c. The administrator vacancies shall be posted in the Administrative Assignments Unit in the Human Resources Division. Posting shall include the classification title, work location, assignment basis, salary schedule, effective date of the assignment and the name of the contact person. Copies of the above lists shall be forwarded by the Human Resources Division to AALA at the time of the posting. AALA shall be responsible for disseminating the information to its unit members. In addition, the District shall be responsible for disseminating the information to its unit members. In addition, the District shall inform AALA of known vacancies which occur after the above posting dates but prior to the start of the Fall/Spring semester.

d. The District and AALA acknowledge the need for schools to be staffed in a timely manner to minimize disruption to school sites, inform administrators of their assignments and allow leadership teams to plan and prepare for the start of a successful school year. To accomplish these goals and to provide additional opportunities to facilitate transfers of eligible AALA members and assign displaced administrators, the District and AALA agree to waive the terms of Article IX, Section 1.8 (d) for a two (2) week placement period to allow for expedited administrative assignments. The two-week placement period shall commence before the end of the current school year. The District shall consult with the AALA president regarding the preferred date of the placement period at least four (4) weeks in advance of the projected placement period. The date of the period shall be mutually agreed upon.

e. When an eligible employee requests a transfer for two consecutive years, a formal review of the application will take place by the Office of the Superintendent, and priority consideration will be given such applicants including individuals serving in locations far from their residence. When an eligible employee has not received a transfer for two consecutive years, upon written request, a written explanation will be provided as to the reason for the denial of the transfer in the second year.

(1) The District will maintain a list in geographic order of eligible administrators who have requested transfers for two consecutive years. A copy of the list shall be provided to AALA upon request. The District shall provide the Local District Superintendents with a copy of the transfer list to be considered during the placement window referenced in section d above.

f. In granting an employee-initiated transfer request, administrative seniority shall be considered as a factor, and when the District does not transfer the most senior qualified administrator requesting a transfer, the District shall, upon written request from that administrator, inform the administrator in writing of the reason(s) for denying the administrator's request.

## Article IX – Administrative Assignments and Transfers

g. In order to provide stability and continuity of leadership at school sites, the District may fill unanticipated vacancies without consideration of the above transfer procedures once schools have been staffed for the semester or year.

Agreed 10/8/2025

h. A personalized response will be sent from the Human Resources Division to the applicant with a copy to the Office of the Superintendent when a decision is made not to honor the transfer request or the applicant is not selected for a position at school with staff selection options.

1.9 Review Procedure: Any employee who has concerns regarding a transfer may discuss the matter with the administrator making the assignment. The employee may be accompanied by a representative. The administrative staffing procedures described in this article herein are not subject to the grievance/arbitration process.

CCL

### 2.0 – 4.5 – Parties Proposed No Changes

4.6 Recall Rights to a Class: Employees who have served for 130 days of full-time satisfactory service in substitute acting status or in limited acting status and employees in substitute eligible, qualifying, or continuing status who are released from a class shall be placed on a reassignment list for the class in reverse order of release. Except as provided below, such list shall be used for assignments to the class before the use of any other list, and any name shall remain on the list for not more than 39 months from the date the employee was released from a position in the class. Employees in substitute acting status and limited acting status who are placed on a reassignment list shall not have preference for reassignment to a class if an eligible list is established unless they are on the eligibility list. The time between a layoff and return within the return-limit of 39 months will not constitute a break in service.

Each offer of assignment from this list shall be made to one of the first five available candidates except that a candidate whose name has reached the head of the list may not be passed more than four times before the candidate is offered an assignment. The name of a candidate will be deleted from the list immediately following the refusal of two offers of assignment within the region from which they were placed on the reassignment.

Agree 6/25/2025

If assignments are made in accordance with this Section to a class for which an eligible list exists, such list shall continue in effect after its expiration date until as many additional regular assignments have been made from the list as were employees appointed under this Section before the expiration date of such list. If an employee is assigned to a position in a special class and is later, without a break in service, placed in the corresponding regular class, the employee shall be considered to have been in such regular class from the first date of assignment in such special class.

## **Article IX – Administrative Assignments and Transfers**

4.7 Reassignment – Displacement Rights of Assistant Principal, Secondary (AP, SEC); Assistant Principal Elementary (AP, ELR); and Assistant Principal, Elementary Instruction Specialist (APEIS):

Distance from home shall be considered and the District shall exercise every intention to assign administrators within the Region where they work and reside.

An employee who is on the reassignment list who receives an offer of an AP, SEC; AP, ELR or APEIS assignment that is outside of the original Region from which they were displaced may decline the offer without losing their placement on the reassignment list.

**Agree 6/25/2025**

|   |   |  |
|---|---|--|
| AALA/Teamsters 2010 Initial Proposal – 3/5/2025 | Union Counter – 1/29/2026 AM              | 4/6/26 4:10 PM<br>TA<br>TA<br>4/7/26<br>11:00 AM |
| District Counter – 5/2/2025 10:59 am            | District Counter – 1/29/2026 PM           |  |
| Union Counter – 5/2/2025 3:06 pm                | District Amended Counter – 3/20/2026 (AM) |  |
| District Counter – 11/14/2025                   | Union Counter – 3/20/2026 (PM)            |  |
| Union Counter – 12/18/2025                      | District Counter – 3/25/2026              |  |
| District Counter – 1/16/2026                    | Union Counter – 4/6/2026 AM               |  |
|   | Union Counter 4/6/2026 PM                 |  |

**AALA/Teamsters - Unit M  
ARTICLE X**

**DUTIES, RESPONSIBILITIES AND HOURS**

**1.0 – 1.1 – Parties Proposed No Changes**

1.2 The District and AALA/Teamsters recognize the principle of a unit member’s eight (8) hour workday, and a forty (40) hour workweek for persons employed on a full-time basis during the regular school year. The District and AALA/Teamsters also recognizes that the responsibilities of administrators do not lend themselves to a defined workday or work week of rigidly established length. Each administrator is expected to perform the assigned duties as set forth in their class description. Each administrator is expected to devote the time necessary to get the job done. The hours required will vary from day to day and week to week, however, the hours required of the administrator should be reasonable. AALA/Teamsters certificated unit members are exempt from overtime compensation in accordance with existing law. Supplemental assignments such as Summer School, Winter Recess Academy, and Saturday intervention classes are considered to be in addition to core responsibilities and qualify for supplemental pay.

Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations. Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.

1.3 In recognition of the “professional workday” described above, when the schedule of the administrator involves extended work hours on a given day, flexible work hours on a subsequent day may be taken with the prior approval of verbal and written notification to the immediate supervisor. Verbal notice may include a telephone call or voicemail. Written notice may include email or text message. Upon request of the administrator, the immediate supervisor must provide the administrator with a time within which to schedule the flexible work hours. Such time shall fall within fifteen (15) working days of the date of the date of the administrator’s request. Any failure by the immediate supervisor to provide such a time within the 15 days shall be grievable by the requesting administrator. Nothing herein shall prevent the requesting administrator and the immediate supervisor from scheduling flexible work hours at any time by mutual agreement. In scheduling the Except in emergent circumstances, notice shall be provided at least two (2) business days in advance of the anticipated absence. When taking

① TA 4/6/26

**ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS**

flexible work hours, the requesting administrator and the immediate supervisor shall take the following into consideration:

~~Agreed 5/2/2025~~

TA 4/7/26  
11:00am

a. ~~\_\_\_\_\_~~ The absence of the administrator will not have a negative impact on the operation of the work site; Continued effective operation of the worksite;

Agreed 5/2/2025

b. The District/Division/Unit has been notified verbally and in writing of the administrator's flexible hours for the day;

c. An administrative designee has been assigned to handle matters in the administrator's absence;

d. The District/Division/Unit has been informed of the identity of the administrative designee verbally and in writing;

e. ~~\_\_\_\_\_~~ The administrative designee has been directed by the administrator to contact the administrator and/or District/Division/Unit in cases of emergency;

e. \_\_\_\_\_

f. The absence may not exceed ~~one half~~ four (4) hours of the administrator's work day except by mutual agreement.

g. As an exception to the four (4) hour rule, administrators may request up to eight (8) hours of flex time for an annual physical examination.

h. ~~Use of flex time~~ Flexible hours shall not be limited or denied for arbitrary or capricious reasons.

~~Agree 11/14/2025~~

i. With the exception of "g" above, administrators who require an absence of more than four (4) hours, shall avail themselves of the appropriate benefit time.

j. Abuse/excessive use of flex time, failure to follow notification procedures and/or impact on the effective operation of the worksite shall be handled under the provisions of Article VII – Evaluation and Due Process.

~~If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour for hour basis shall be granted within a reasonable period of time.~~

Moved to 1.5 below

1.4 In recognition of the variety of daily student activities offered outside of the instructional day at Comprehensive High Schools, the site administrators at these schools

**ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS**

OTA 4/6/26

may utilize flexible time to displace their arrival time one day each week. This time shall occur on a regular basis and shall be pre-scheduled collaboratively with immediate supervisors. When exercising use of flexible time under this section, site administrators shall utilize professional judgement in minimizing impact to school operations and responding to student/program needs. This does not preclude taking flex hours at a different time upon mutual agreement with the immediate supervisor or replace the flex hour process.

Agree 1/29/2025 (AM)

OTA  
4/7/26  
11:00am

1.5 If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour-for-hour basis shall be granted within a reasonable period of time.

1.6 The District and AALA/Teamsters shall jointly provide training on an annual basis to District management with respect to the granting and/or scheduling use of flexible time hours.

Agreed 11/14/2025

1.4.1.7 The specific duties applicable to each class of certificated administrators shall be determined in accordance with Section 35020 of the Education Code. A class description setting forth the duties assigned to each class shall be published by the Human Resources Division. The duties of the classes shall be reviewed at intervals of not more than four years. The Superintendent shall determine the extent of such review and the Human Resources Division, in conducting each review, shall include participation by employees in the class being reviewed.

**2.0 – Parties Proposed No Changes**

3.0 Assignment Authorization for New Certificated Employees: Administrators, except for the Early Childhood Education Development Division, shall not accept any new certificated employee, including a substitute, without authorization of the Human Resources Division.

Assignment to Early Education Centers must be authorized by the Division of Early Education.  
Agreed 5/2/2025

4.0 Administrative Informal Classroom Observations with actionable feedback to teachers shall occur on a regular, ongoing basis. The District and AALA/Teamsters shall form a committee of eight (8) members, four (4) appointed by AALA/Teamsters and four (4) appointed by the District. The committee shall meet no less (3) times to discuss Informal Classroom Observations and actionable feedback and make recommendations to the District and AALA/Teamsters.

In alignment with the School Leadership Framework, administrators shall: Use data to determine school-wide priorities: Use goals to conduct Informal Classroom Observations: Manage time: Prioritize high-leverage activities while leading in situations of ambiguity or complexity.

**ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS**

OTA 4/6/26

Agreed 5/2/2025

OTA 4/7/26

5.0 Supplemental pay shall be granted in accordance with District policy and shall not be denied for arbitrary, capricious or discriminatory reasons. If the District intends to change the policy on supplemental pay it shall provide notice to AALA/Teamsters 90 calendar days prior to the effective date and upon request shall bargain with AALA/Teamsters over the change.

11:00am

District Initial Proposal – 3-19-2025  
AALA/Teamsters Counter Proposal – 4/11/2025  
District Counter Proposal – 5/2/2025  
AALA/Teamsters Counter – 5/16/2025 (2:16 pm)  
District Counter – 5/16/2025

iw  
5/16/25  
ⓧ 5/16/25

**AALA/Teamsters - Unit M  
ARTICLE XI**

**LEAVES AND ABSENCES**

**1.0 – 1.5 – No Change**

2.0 Bereavement Absence: An employee is entitled to a paid absence from the District, not to exceed three days, on account of the death of ~~a member of the~~ an employee's immediate family qualified family member as defined below, and if requested, provide acceptable proof of death and relationship within 30 days from the first day of bereavement leave. is provided and Bereavement leave may be taken consecutively or intermittently so long as the absence commences and is completed within twelve months from the qualifying family members' death. If more than one such death occurs simultaneously, the absences may be taken consecutively. If out-of-state travel is required and requested, an additional two (2) days shall be granted. Employees not traveling out of state may elect to take an additional two (2) days of bereavement, and use personal necessity, vacation, or take the bereavement leave as unpaid. The employee's ~~immediate family~~ qualified family member is defined as the following:

- a. Spouse, domestic partner or, for purposes of these Leave Sections only, a cohabitant who is the equivalent of spouse;
- b. Parent (includes in-law, step, and foster parent, and parent of cohabitant who is the equivalent of spouse);
- c. Grandparent (includes in-law, step, and a grandparent of cohabitant who is the equivalent of spouse);
- d. Child (including child of spouse, son/daughter-in-law, step and foster child, and child of cohabitant who is the equivalent of spouse);
- e. Grandchild (includes grandchild of spouse, step grandchildren, and grandchildren of cohabitant who is equivalent of spouse);
- f. Brother;
- g. Sister; and
- h. Any relative in the employee's immediate household.
- i. Designated person (District employees are limited to one designated person per 12-month period. The employee may identify the

## Article XI – Leaves and Absences

designated person when the employee requests a leave for family care, medical, bereavement, and/or kin care)

Bereavement is also granted for absence by reason of official notice in time of war that a member of the immediate family is missing in action, or official notice that a deceased member of the immediate family is being returned by the armed forces for internment in this country.

Personal necessity absence in accordance with Section 5.0 below may be used in case of the death of a close friend or relative not included in the definition of immediate family in this Section.

**AGREED – No change from District’s 5/2/2025 Proposal**

### 3.0 – 9.0 – No Change CCL

10.0 Conference and Convention Attendance: An informal paid leave of absence may be granted for attendance at conferences and conventions sponsored by professional instructional organizations which are recognized by the State Board of Education or approved by the appropriate administrator under all of the following conditions:

a. Attendance leads directly to the professional growth of the employee and the improvement of the educational program of the District.

b. The attendance must not necessitate assignment of a substitute for the employee or the payment of replacement teacher salary unless the employee is an official representative of the organization or is participating as a workshop leader or speaker at the conference or convention.

~~c. The attendance must not result in unnecessary duplication of participation by District personnel.~~

**AGREED**

d. c. The attendance must not necessitate the reimbursement of any expenses by the District to the employee except as provided in accordance with Board Rule 1501.

A written or oral report of the conference may be requested by the appropriate administrator or superintendent.

Approval of the leave is contingent upon the recommendation of the appropriate superintendent.

**CCL - AGREED**

Attendance at a conference or convention is contingent upon the approval of the appropriate Region Superintendent or Division Administrator.

**Article XI – Leaves and Absences**

5/16/25  
S-1625  
Consideration will be given to request for conference attendance if such attendance is included in the School Plan for Student Achievement (SPSA), Pilot School Plan, Magnet School Plan, STEM Plan, Grants, or any other relevant educational plan, aligned with the budgetary expenditures outlined in these plans, and approved by the Region Superintendent or Division Administrator.

The approval process shall be in alignment with District policy. Approval shall not be unreasonably denied.

**AGREED**

For conference or convention attendance that meets the standards above, but is not approved for paid leave pursuant to this Section, the employee may use personal necessity leave under Section 5.0.

**11.0 – 16.8 – No Change**

District Initial Proposal 3/19/2025  
AALA/Teamsters Counter 4/11/2025  
District Counter 5/2/2025  
AALA/Teamsters Counter 5/16/2025 (Tentative Agreement)  
District Amended Counter 11/14/2025 (Update 5.0, 7.0 and 16.0)  
District Amended Counter 11/21/2025 (Inclusive of All Changes to the Article)  
AALA/Teamsters Counter 12/4/2025 (Corrected errors)

mce 12/4/25  
JA @ 12/4/25

**AALA/Teamsters - Unit M**

**ARTICLE XI**

**LEAVES AND ABSENCES**

**1.0 – 1.5 – No Change**

2.0 Bereavement Absence: An employee is entitled to a paid absence from the District, not to exceed three days, on account of the death of ~~a member of the~~ an employee's ~~immediate family~~ qualified family member as defined below, and if requested, provide acceptable proof of death and relationship within 30 days from the first day of bereavement leave. is provided and Bereavement leave may be taken consecutively or intermittently so long as the absence commences and is completed within twelve months from the qualifying family members' death. If more than one such death occurs simultaneously, the absences may be taken consecutively. If out-of-state travel is required and requested, an additional two (2) days shall be granted. Employees not traveling out of state may elect to take an additional two (2) days of bereavement, and use personal necessity, vacation, or take the bereavement leave as unpaid. The employee's immediate family qualified family member is defined as the following:

- a. Spouse, domestic partner or, for purposes of these Leave Sections only, a cohabitant who is the equivalent of spouse;
- b. Parent (includes in-law, step, and foster parent, and parent of cohabitant who is the equivalent of spouse);
- c. Grandparent (includes in-law, step, and a grandparent of cohabitant who is the equivalent of spouse);
- d. Child (including child of spouse, son/daughter-in-law, step and foster child, and child of cohabitant who is the equivalent of spouse);
- e. Grandchild (includes grandchild of spouse, step grandchildren, and grandchildren of cohabitant who is equivalent of spouse);
- f. Brother;
- g. Sister; and

h. Any relative in the employee's immediate household.

i. Designated person (District employees are limited to one designated person per 12-month period. The employee may identify the designated person when the employee requests a leave for family care, medical, bereavement, and/or kin care)

Bereavement is also granted for absence by reason of official notice in time of war that a member of the immediate family is missing in action, or official notice that a deceased member of the immediate family is being returned by the armed forces for internment in this country.

Personal necessity absence in accordance with Section 5.0 below may be used in case of the death of a close friend or relative not included in the definition of immediate family in this Section.

**Tentative Agreement 5/16/2025**

### **3.0 – 4.3 Parties Proposed No Changes**

5.0 Personal Necessity Absence: Subject to the limits set forth below, an employee shall be granted a paid personal necessity absence when the situations described below require the personal attention of the employee during assigned hours of service.

### **5.0 a-o – Parties Proposed No Changes**

Use of illness leave as provided above shall not extend the maximum period of leave to which an employee is entitled under 16.0 below, Family Care and Medical Leave (FMLA)/California Family Rights Act (CFRA).

### **5.1 – 6.0 – Parties Proposed No Changes**

7.0 Pregnancy and Related Disability Leave/Absence: Employees shall be granted paid and unpaid leaves/absences under this Section as follows:

a. Paid Disability Absence: An employee shall be permitted to utilize illness absence Section 4.0 above for that period of time during which the employee is physically or mentally disabled and unable to perform regular duties due to pregnancy, miscarriage, childbirth and recovery therefrom, or if the employee's job would cause undue risk to the employee or the completion of a successful pregnancy. Employees may take up to 18 workweeks of protected leave under the Pregnancy Disability Leave (PDL) and if eligible, may also be entitled to take 12 workweeks of protected time under FMLA and/or CFRA.

b. Optional Unpaid Portion: A pregnant employee in active status shall, upon request, be granted an unpaid pregnancy leave pursuant to Section 12.0 below and still

qualify for paid absence during the period of disability. This is the only exception to the general provision that paid leaves may be taken only from active status.

c. Physician Certification: A pregnant employee shall be permitted to continue on active duty until such date as the employee and the employee's physician determine that absence is necessary due to pregnancy disability, ~~provided that the employee can and does continue to perform the full duties and responsibilities of the assigned position.~~ The District will engage in the interactive process to ensure the pregnant employee can stay in active duty as long as possible with or without a reasonable accommodation. The District may require the ~~employee must also supply~~ to provide to the District the physician's certification as to the beginning and ending dates of actual pregnancy-related disability for which paid illness absence is claimed, and the physician's release to return to active duty.

### 8.0 – 9.3 – Parties Propose No Changes

10.0 Conference and Convention Attendance: An informal paid leave of absence may be granted for attendance at conferences and conventions sponsored by professional instructional organizations which are recognized by the State Board of Education or approved by the appropriate administrator under all of the following conditions:

a. Attendance leads directly to the professional growth of the employee and the improvement of the educational program of the District.

b. The attendance must not necessitate assignment of a substitute for the employee or the payment of replacement teacher salary unless the employee is an official representative of the organization or is participating as a workshop leader or speaker at the conference or convention.

~~c. The attendance must not result in unnecessary duplication of participation by District personnel.~~

d. c The attendance must not necessitate the reimbursement of any expenses by the District to the employee except as provided in accordance with Board Rule 1501.

A written or oral report of the conference may be requested by the appropriate administrator or superintendent.

Approval of the leave is contingent upon the recommendation of the appropriate superintendent.

**Tentative Agreement 5/16/2025**

Attendance at a conference or convention is contingent upon the approval of the appropriate Region Superintendent or Division Administrator.

Consideration will be given to request for conference attendance if such attendance is included in the School Plan for Student Achievement (SPSA), Pilot School Plan, Magnet School Plan, STEM Plan, Grants, or any other relevant educational plan, aligned with the budgetary expenditures outlined in these plans, and approved by the Region Superintendent or Division Administrator.

The approval process shall be in alignment with District policy. Approval shall not be unreasonably denied for arbitrary or capricious reasons.

### **Tentative Agreement 5/16/2025**

For conference or convention attendance that meets the standards above, but is not approved for paid leave pursuant to this Section, the employee may use personal necessity leave under Section 5.0.

## **11.0 – 15.0 – Parties Propose No Changes**

16.0 Family Care and Medical Leave/California Family Rights Act (FMLA/CFRA) Absence: An A paid or unpaid Family Care and Medical Leave (FMLA and/or California Family Rights Act (CFRA) leave/A-absence shall be granted, to the extent of and subject to the restrictions as set forth below, to an employee who has been employed for at least 12 months and who has served for worked at least 130 equivalent workdays during the 12 months immediately preceding the effective date of the first day of leave. For purposes of this section, furlough days, miscellaneous natural disaster (MSND) and days worked during off-basis time shall count as workdays. The Family Care and Medical Leave/absence may be granted for reason of the birth of a child of the employee, the placement of a child with an employee in connection with the adoption or foster care of the child by the employee, the serious health condition of a child of an employee, the employee's own serious health condition, or the care of a parent or spouse who has a serious health condition.

16.1 Reasons for Leave: An eligible employee's FMLA and/or CFRA leave/absence entitlement is limited to a total of 12 workweeks during any 12-month period measured forward for one or more of the following reasons:

- a. Birth of an employee's child. Leave must be completed prior to the child's 1<sup>st</sup> birthday.
- b. Placement of a child with the employee for adoption or foster care, including time to prepare for the placement, as well as bonding time after the birth or placement of the child. Bonding must be completed within one (1) year of the child being placed with the employee.
- c. To care for the employee's own serious health condition, including incapacity due to pregnancy\*, childbirth\*, or related medical conditions, that makes the employee unable to perform one or more essential functions of the employee's job. (\*CFRA applies after employee has exhausted PDL leave. See PDL benefit in Section 10.0 above)

d. To care for the employee's child, parent, parent-in-law\*\*, spouse, domestic partner\*\*, grandparent\*\*, grandchild\*\*, sibling\*\*, or designated person who has a serious health condition, including incapacity due to pregnancy, child birth, or related medical conditions. (\*\* CFRA only)

e. Any qualifying exigency related to the covered active duty or call to covered active duty of the employee's spouse, child, or parent in the United States Armed Forces.

f. An eligible employee's FMLA Servicemember leave entitlement is limited to a total of 26 workweeks during any 12-month period measured forward for the following reason:

i. To care for the employee's child, parent, spouse, or next of kin who is undergoing medical treatment, recuperation, or therapy, or is otherwise on the temporary disability retired list for a serious injury or illness while on active military duty in the Armed Forces.

16.1 16.2 Definitions: For purposes of this leave FMLA and/or CFRA, the following definitions shall apply:

(1) "Child" means a a. Child: A biological, adopted or foster child; a step child; a legal ward; child of a domestic partner (CFRA only); grandchild (CFRA only); the child of a cohabitant who is the equivalent of a spouse; or a child of a person standing "in loco parentis," such child being either under 18 years of age or an adult dependent who is incapable of self care due to a mental or physical disability. A biological or legal relationship is not necessary for a person to have stood "in loco parentis" to the employee as a child.

(2) "Spouse" means a b. Spouse: A husband or wife, including same-sex or common-law marriage entered into in a State that recognizes such marriages, or cohabitant who is the equivalent of a spouse.

(3) "Parent" means a c. Parent: A biological, foster, or adoptive parent; parent-in-law (CFRA only), grandparent (CFRA only) or a person who stood "in loco parentis" to the employee when the employee was a child; a step parent; or a legal guardian; and does not include a parent-in-law.

d. Family member: "child", "spouse", or "parent" as defined above.

e. Sibling (CFRA only): A person related to another person by blood, adoption, or affinity through a common legal or biological parent.

f. Designated Person (CFRA only): Any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employees are limited to one (1) designated person per 12-month period. The designated person may be identified by the employee at the time the employee requests a leave for family care, medical, bereavement, and/or Kin Care.

g. Next of Kin (FMLA Servicemember Leave Only): Nearest blood relative other than the covered servicemember's spouse, parent, son, or daughter.

(4) "Serious health condition" means an **h. Serious health condition:** An illness, injury, (including, but not limited to, on-the-job injuries and pregnancy), impairment, or physical or mental condition that involves either inpatient care in hospital, hospice or residential health care facility, or **a regimen of** continuing treatment ~~or supervision~~ by a health care provider.

**i. Incapacity:** An inability to work, attend school, or perform other regular activities due to a serious health condition, treatment thereof, or recovery therefrom.

**j. Inpatient care:** An overnight stay in a hospital, hospice, or residential medical care facility, including any period of incapacity as defined in this Section or any subsequent treatment in connection with inpatient care.

**k. Intermittent leave:** Leave taken in separate periods of time due to a serious health condition, rather than one continuous period of time.

**l. Continuing treatment:** In person treatment by a "health care provider" that involves one or more of the following:

(1) a period of incapacity of more than three consecutive calendar days (as well as any subsequent treatment or period of incapacity relating to the same condition) that also involves either two or more treatments by a "health care provider", or treatment by a "health care provider" on at least one occasion that results in a regimen of continuing treatment under the supervision of a "health care provider";

(2) any period of incapacity due to pregnancy (including morning sickness);

(3) any period of incapacity or treatment for an incapacity due to a chronic health condition that requires periodic visits for treatment, which continues over an extended period of time, and may cause episodic (i.e., a period of incapacity for less than three days) rather than a continuing incapacity (such as asthma, diabetes, and migraine headaches);

(4) a period of incapacity that is long-term due to a condition for which treatment may not be effective; and

(5) any period of absence to receive multiple treatments, including treatment of a condition that would likely result in a period of incapacity for a period of more than three days if not treated.

(5) "Health care provider" means an **m. Health care provider:** An individual holding either a physician's and surgeon's certificate or an osteopathic physician's and surgeon's certificate issued pursuant to Article 4, Chapter 5 of Division 2 of the California Business and Professions Code, who directly treats or supervises the treatment of the serious health condition,

or any other individual duly licensed to practice medicine in another state or jurisdiction or by any other person determined by the Secretary of Labor to be capable of providing health care services. The definition includes podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited in scope), nurse practitioners, nurse midwives, and certain Christian Science Practitioners listed with the First Church of Christ Scientist in Boston, Massachusetts.

~~16.2~~ Length of Leave: The leave, together with any renewal thereof, shall not exceed the number of days equivalent to a total of 12 normally scheduled work weeks in a twelve (12) month period measured forward from the beginning date of the employee's first Family Care and Medical Leave, effective July 1, 2007. An employee will be entitled to 12 weeks of leave during the 12 month period beginning on the first date Family Care and Medical Leave is taken; the next 12 month period would begin the first time Family Care and Medical Leave is taken after completion of any previous 12 month period. For the period of time up to, and including June 30, 2007, the leave together with any renewal thereof shall not exceed the number of days equivalent to a total of twelve (12) normally scheduled workweeks in a fiscal year. An employee will retain the full benefit of 12 weeks of leave under whichever calculation method (either fiscal year, or 12 month period measured forward) affords the greatest benefit to the employee during a 60 day transition period. This transition period shall be from July 1, 2007 through August 31, 2007. Leave may be taken intermittently in one or more periods.

~~16.2~~ 16.3 Length of Leave:

a. An eligible employee's FMLA and/or CFRA leave/absence entitlement is limited to a total of 12 workweeks during any 12-month period measured forward from the beginning date of absence for any of the reasons specified in Section 24.1 above.

b. FMLA and CFRA leave/absence run concurrently when the qualifying reason(s) for both FMLA and CFRA is the same with the exception of pregnancy, childbirth or related medical conditions under PDL in Section 10.0 above. In such cases, CFRA may only be taken after the employee has exhausted the leave permitted under PDL.

c. FMLA Servicemember leave entitlement is limited to a total of 26 workweeks during any 12 month period measured forward.

16.4 Intermittent Leave:

a. An employee who takes leave for the birth, adoption or placement for foster care of a child will be allowed to take leave of at least one hour (can be less than one hour, if necessary) within one year of the birth, adoption or placement for foster care of the child.

b. An employee who takes leave for health care provider-certified recurring medical treatment or suspension to care for a seriously ill family member or because of the employee's own serious health condition, will be allowed to take leave of at least one hour (can be less than one hour, if necessary).

~~Any leave an employee takes for the reasons specified above will be counted against the employee's annual leave entitlements under the federal Family and Medical Leave Act of 1993 and the California Family Rights Act of 1991 as amended. This leave runs concurrently with any other leave the District offers for which the employee is qualified, except that Family Care and Medical Leave/Absence granted for the birth or adoption of a child or placement of a child for foster care must be concluded within 12 months of that birth or adoption or placement for foster care.~~

~~Leave caused by pregnancy, childbirth or related medical conditions is separate and apart from the provisions of Family Care and Medical Leave/Absence herein. Employees are entitled to pregnancy and related disability leave and, in addition, up to the full 12 work weeks of Family Care and Medical Leave/Absence.~~

~~16.5~~ **Approval:** Family Care and Medical Leave/Absence **FMLA and/or CFRA leave/absence** of 20 consecutive workdays or less can be granted by the immediate administrator. Leaves of more than 20 consecutive workdays can be granted by the District after submission of a formal leave application.

~~16.3~~ **16.6** **Notification:** If the need for the Family Care and Medical Leave/Absence **FMLA and/or CFRA leave/absence** is foreseeable more than 30 calendar days prior to the employees need for leave, the employee shall give at least 30 days notice. If less than 30 days, the employee must provide the immediate supervisor with as much advance notice as possible but, at least with two days of learning of the need for the leave, or as soon as practicable, whichever is earlier. These advance notice requirements shall not be applicable in the event of unforeseeable circumstances or emergencies. Whenever possible, if the need for leave is foreseeable due to a planned medical treatment or supervision, the employee must make a reasonable good faith effort, subject to the approval of the employee's or family members' health care provider, to schedule the treatment or supervision to avoid disruption to the operation of the District's educational program. In giving notice, the employee must include the qualifying event for which the leave is needed (examples: birth of a child, serious health condition of parent of employee, etc.).

~~16.4~~ **16.7** **Medical Certification:** For leaves/absences to care for a child, spouse or parent who has a serious health condition, the employee must submit to the immediate administrator or, if applying for a formal leave must attach to the leave application, certification from the health care provider which includes:

- (1) the date, if known, on which the serious health condition commenced,
- (2) the probable duration of the condition,
- (3) an estimate of the time that the health care provider believes the employee needs to care for the individual, and
- (4) a statement that the serious health condition warrants the participation of the employee to provide care.

**16.8 Medical Certification – Employee:** If the leave is for the serious health condition of the employee, the employee must submit to the immediate administrator and/or, if applying for a formal leave must attach to the leave application, certification as specified in (1) and (2), above, plus a statement that, due to the serious health condition, the employee is unable to perform one or more of the essential functions of the employee’s position.

**a.** In the case of leave due to the serious health condition of the employee, the District reserves the right to require, at its own expense, that the employee obtain the opinion of a second or even third health care provider designated by the District but not employed on a regular basis by the District. The second health care provider, if required, shall be selected by the District. A third health care provider can be requested by the employee or the District if the second opinion differs from the first opinion.

**b.** The method that shall be used to choose the third health care provider is as follows: The District and the employee or exclusive representative of the employee, as appropriate, shall each choose a health care provider. The two health care providers will choose the third health care provider whose opinion shall be final and binding.

**c.** If additional leave beyond that provided in the certification is required, the employee must submit recertification by the health care provider and be eligible for additional requested leave.

~~16.5~~ **16.9 Restrictions:** In the event that parents who are both District employees each wishes to take ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** for the birth of their child, or placement for adoption, or foster care placement of a child during the same time period, the combined total amount of leave that will be granted such employees will be 12 work week during a fiscal year. These employees will still be eligible to take the remainder of their individual 12 weeks allotment for Family Care Leave for a purpose other than the birth, placement for adoption, or foster care placement of a child.

~~16.6~~ **16.10 Compensation and Benefits:** The ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** shall be an unpaid leave and for all purposes treated comparably to other unpaid leaves, except that the District will continue to provide the health and welfare benefits as provided in Board Rules 1680-1686, during the ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** to an employee who is otherwise eligible for such benefits.

However, an employee who does not return from such leave or who works less than 30 days after returning from the leave will be required to reimburse the District for the cost of the benefits package unless the reason the employee does not return to work is due to (1) the continuation, recurrence, or onset of a serious health condition that would entitle the employee to ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** (either affecting the employee or an immediate family member) or (2) retirement, or (3) other circumstances beyond the control of the employee. The District, however, will not provide such health benefits for an employee

for any leave period beyond twelve weeks unless these benefits are provided by other Sections such as paid illness leave. For example if an employee combines pregnancy leave with a ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence**, the employee will only be entitled to continued health benefits for the first twelve weeks of leave unless the employee continues on paid illness leave.

An employee who asks for leave for what would be a qualifying event for ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** and who has accrued vacation leave may elect, or the immediate administrator may require, the employee to utilize the vacation leave for this purpose, in lieu of unpaid status. An employee who takes leave for the employee's own serious health condition which prevents the employee from performing one or more of the essential functions of the employee's position and who has accumulated illness days may elect, or the District may require the employee to utilize paid illness days for the leave.

~~16.7~~ **16.11** Seniority: The period of the ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** shall not be considered a break in service, and the employee's seniority date shall not be affected by the time spent on leave.

~~16.8~~ **16.12** Return Rights: An employee returning from a ~~Family Care and Medical Leave/Absence~~ **FMLA and/or CFRA leave/absence** shall be returned to the same or comparable position from which on leave and the same location from which the leave was taken, except that the employee may be transferred if such a transfer would have been made had the employee been on duty.

mw 6/25/25  
Ⓢ 6/25/25

ARTICLE XIII

HOLIDAYS AND VACATIONS

1.0 – 6.0 – No Change

7.0 Attendance Incentive Plan

a. A vacation-earning employee who accumulates a total of fifty (50) days or more of full-pay illness absence credit earned subsequent to June 30, 1995 shall, on a one-time basis of June 30 of the school year in which the employee accumulated those fifty (50) days, be credited with two (2) additional days of vacation. An employee whose full-pay illness absence credit earned subsequent to June 30, 1995 thereafter drops below 50 or more days shall not be entitled to additional vacation under this section, except pursuant to section b, below.

b. Each additional increment of twenty-five (25) days of unused full-pay illness absence credit beyond fifty (50) days and earned subsequent to June 30, 1995 shall entitle the employee to one (1) additional vacation day.

c. Staff Attendance Incentive: On an annual basis with the attendance period beginning July 1, 2025 through June 30, 2026, permanent employees who exhibit high performance standards in the area of attendance (as defined by District) shall be eligible to receive the following annual incentives:

|  |                 |
|--|-----------------|
| <u>Staff Annual Attendance Rate of 96%:</u>  | <u>\$100.00</u> |
| <u>Staff Annual Attendance Rate of 97%:</u>  | <u>\$200.00</u> |
| <u>Staff Annual Attendance Rate of 98%:</u>  | <u>\$300.00</u> |
| <u>Staff Annual Attendance Rate of 99%:</u>  | <u>\$400.00</u> |
| <u>Staff Annual Attendance Rate of 100%:</u> | <u>\$500.00</u> |

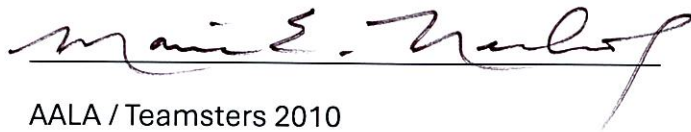
8.0 – 10.0 – No Change

Sideletter between LAUSD and AALA/Teamsters 2010 (Unit M)

EDSSL

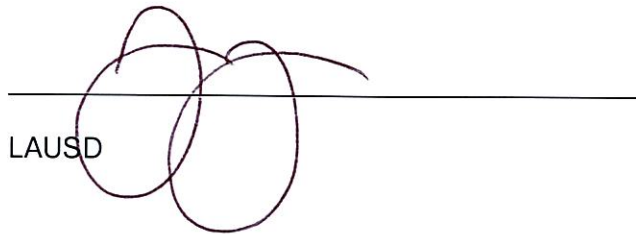
The District and AALA/Teamsters 2010 agree to convene a joint committee to meet monthly beginning August 1, 2025 through the remainder of the 2025-26 school year to discuss and make recommendations to the District and AALA/Teamsters 2010 regarding EDSSL evaluation process, criteria, and element weighting/rating. The committee shall be comprised of ~~four (4)~~ <sup>five (5)</sup> AALA/Teamsters 2010 representatives and ~~four (4)~~ <sup>five (5)</sup> District representatives. The committee shall make its recommendations no later than June 1, 2026. Beginning August 1, 2026, the District and AALA/Teamsters 2010 agree to meet and confer on a subsequent side letter regarding EDSSL evaluation process, criteria, and element weighting/rating and any recommendations made by the joint committee. The Parties may integrate the terms of a subsequent side letter into the LAUSD-Unit M CBA during the next available successor cycle upon mutual agreement.

This agreement shall sunset on June 30, 2028.

  
\_\_\_\_\_

AALA / Teamsters 2010

\_\_\_\_\_ 6/25/25  
Date

  
\_\_\_\_\_

LAUSD

\_\_\_\_\_ 6/25/25  
Date

District Initial Proposal 10/24/2025 AM  
AALA/Teamsters Counter 10/24/2025 PM  
District Counter 10/24/2025 (Corrected)

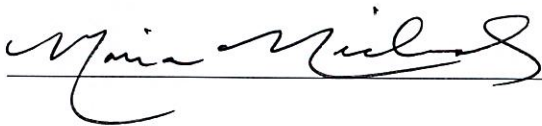
SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding Principals assigned to Priority schools:

1. In recognition of the additional tasks and responsibilities associated with Priority schools, Principals at these schools shall receive an annual stipend of \$5,000 in addition to their regular salary. The stipend shall be paid out in \$2,500 payments at the end of each semester.
2. If a Principal is transferred to a Priority school through a District initiated transfer, they shall remain at their current Principal salary if that salary is higher than the Priority school salary.
3. Principals shall maintain the higher salary defined in Section 2 above through the term of the assignment at the Priority school subject to the following conditions:
  - a. Overall effective evaluation is maintained and
  - b. For one year after the school exits Priority status

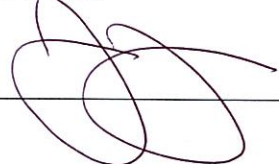
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

For AALA:

  
\_\_\_\_\_

11/14/25

For LAUSD:

  
\_\_\_\_\_

11/14/25

District Initial Proposal 10/24/2025 AM  
AALA/Teamsters Counter 10/24/2025 PM  
District Counter 11/14/2025 AM (Corrected)  
AALA/Teamsters 11/14/2025 PM

District Counter 11/21/2025 AM  
AALA/Teamsters 2010 11/21/2025 PM  
District Counter 12/4/2025

~~10/24~~  
1034  
AM

SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding Professional Development:

1. As part of a District-approved school Professional Development plan, School Site Administrators may include in their budgets up to 20 hours per semester of supplemental administrator X time, to deliver and/or facilitate Professional Development outside of the workweek and/or assignment basis.
2. Professional Development hours shall be logged and, upon completion, shall be submitted along with agenda(s) and sign in sheet(s) to the Region Superintendent or designee for processing of payment.

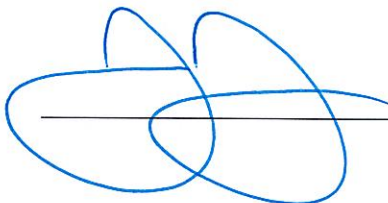
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

For AALA:



12/4/25

For LAUSD:



12/4/25

TAB 1/14/26

District Initial Proposal 10/24/2025 AM  
AALA/Teamsters Counter 10/24/2025 PM  
District Counter 11/14/2025 (Corrected)  
District Counter 11/21/2025

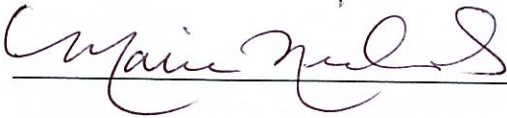
SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding preparation for Summer School and Winter Recess Academy:

1. Any hours of additional assignment/pay that the District allocates for Summer School and Winter Recess Academy Preparation shall not require a pre-approval plan of the Region Superintendent or designee.
2. Preparation hours shall be logged and, upon completion, submitted to the Region Superintendent or designee for processing of payment.

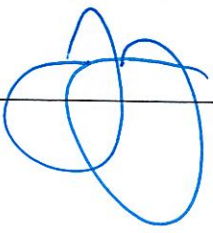
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

For AALA:

  
\_\_\_\_\_

1/16/26

For LAUSD:

  
\_\_\_\_\_

1/16/26

4/6/20  
305

|   |  |
|---|--|
| AALA/Teamsters Initial Proposal 11/14/2025<br>District Counter 12/18/2025<br>AALA/Teamsters Counter 1/16/2026 AM<br>District Counter 1/16/2026 PM | AALA/Teamsters Counter 1/29/2026 AM<br>District Counter 1/29/2026 PM<br>AALA/Teamsters Counter 2/27/2026<br>District Counter 4/6/2026 PM |
|---|--|

SIDELETTER BETWEEN  
 LOS ANGELES UNIFIED SCHOOL DISTRICT  
 AND  
 ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding [principals assigned to a Single Administrator Site](#):

1. In recognition of the additional tasks and responsibilities associated with being a [principal at a single administrator site](#), at schools with [275](#) or more students and only one full-time administrator (the principal) assigned to the site, the principals ~~at these schools~~ shall receive an annual stipend of \$5,000 in addition to their regular salary. The stipend shall be paid out in \$2,500 payments at the end of each semester.
  
2. [The stipend shall be effective starting January 1, 2026 , for the Spring 2026 semester.](#)

This Sideletter shall remain in effect until [June 30, 2028](#). The parties may amend or extend this sideletter by mutual agreement.

For AALA:

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For LAUSD:

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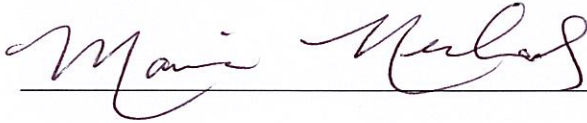
SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

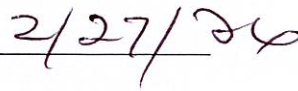
The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding the salary of Assistant Principal, Elementary (AP, ELR):

Effective July 1, 2026, all AP,ELR shall be placed at level 38 on the pay scale.

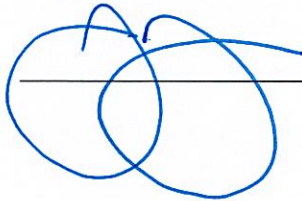
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

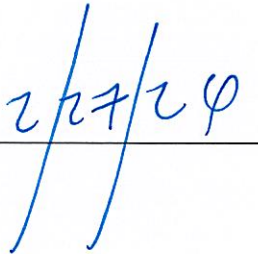
For AALA:

  
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For LAUSD:

  
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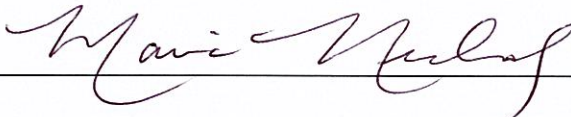
SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding the salary of Assistant Principal, Elementary Instruction Specialist (APEIS):

Effective July 1, 2026, all APEIS shall be placed at level 38 on the pay scale.

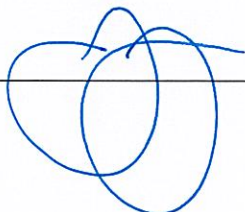
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

For AALA:

  
\_\_\_\_\_

2/27/26

For LAUSD:

  
\_\_\_\_\_

2/27/26

SIDELETTER BETWEEN  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
AND  
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles/Teamsters Local 2010 ("AALA/Teamsters 2010"), regarding the establishment of a Committee to review the classifications of Early Education Principals and Early Education Directors.

The Committee shall be comprised of six (6) members, three (3) appointed by AALA/Teamsters and three (3) appointed by the District. Within 90 days of the ratification of the 2025-2028 Agreement, the Committee shall meet to discuss concerns and make recommendations for a salary study to be conducted by Human Resources. Upon receipt of the Committee's recommendations, Human Resources shall conduct a salary study and provide a written response to the Committee for review. Within 90 days of receipt of the study results, the Committee shall reconvene to review the response from Human Resources and make recommendations to their respective bargaining teams for consideration of proposals.

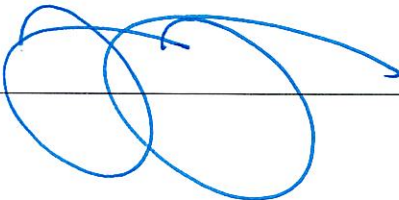
This Sideletter shall remain in effect until June 30, 2028. The parties may amend or extend this sideletter by mutual agreement.

For AALA/Teamsters 2010:

  
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3/25/26

For LAUSD:

  
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3/25/24