



AALA Unit M (Certificated) Tentative Agreement (TA) Summary

Article/Sideletter/MOU	Summary of Changes
Compensation MOU	<p>Includes the following on-schedule, base-building increases for a total of 12.15% in compounded raises over 2 years:</p> <p>2025-26 Salary Increases:</p> <ul style="list-style-type: none"> • 2% effective July 1, 2025 (retroactive) • 2% effective January 1, 2026 (retroactive) <p>2026-27 Salary Increases:</p> <ul style="list-style-type: none"> • 4% effective July 1, 2026 • 3.65% effective January 1, 2027 <p>2027-28 Salary Reopener:</p> <ul style="list-style-type: none"> • AALA/Teamsters can reopen Article XIV Wages on or after January 1, 2027 <p>Retroactive salary payments will be issued September 5, 2026.</p> <p>On or after January 1, 2027, AALA/Teamsters and District can each reopen negotiations on one article of the agreement. Agreement would be in effect through June 30, 2028.</p>
Article I Recognition	<p>Removes language restricting AALA/Teamsters' ability to file unit clarification proceedings with the California Public Employment Relations Board (PERB) over disputes regarding bargaining unit composition.</p> <p>Extends timeline for District to provide AALA/Teamsters notice of plans to replace a certificated supervisory position with a classified position with similar duties from 4 weeks to 6 weeks.</p>
Article III Dues Deduction	<p>Updates dues deduction process to reflect AALA/Teamsters current practice and requirements under state law.</p>
Article VI AALA Teamsters 2010 Rights	<p>New language confirming that AALA/Teamsters can get paid release time for 4 days of preparation for successor contract negotiations for our bargaining team members.</p> <p>New language on union business leave for AALA/Teamsters elected officers to attend union events.</p> <p>Ability to make announcements at District regional meetings of administrators.</p> <p>Language to ensure AALA/Teamsters receives membership information and the ability to meet with new unit members in accordance with state law.</p>
Article VII Evaluation and Due Process	<p>Changes timeline for withdrawal of an extension to the 2-year evaluation window to be no later than the end of the fifth week of the assignment and removes language requiring reason for the withdrawal to be provided.</p>



<p>Article VIII Grievance and Arbitration Procedures</p>	<p>Clarifies list of articles/sections not subject to grievance procedure and grievance definition. Also clarifies that union can itself file a grievance.</p> <p>Grievance decisions between District and an employee are not precedent setting beyond that decision unless mutually agreed to by the union and District. A grievance cannot be brought again by the same employee over the same facts in this circumstance.</p> <p>Removes confidentiality language that would restrict AALA/Teamsters' ability to communicate with membership regarding grievances.</p> <p>Expectation for an informal conference prior to filing of a grievance would not apply in cases of discipline and the informal conference can be waived by mutual agreement.</p> <p>Extends various timelines related to filing of grievances, grievance meetings during the steps of the grievance procedure and filing to arbitration.</p> <p>Updates arbitrator list.</p> <p>District would provide reasonable release time for grievant(s) and any witness(es) to attend grievance hearings.</p>
<p>Article IX Administrative Assignments and Transfers</p>	<p>For recall rights, removal from the reassignment list would occur after refusing 2 assignment offers within the region they were put on reassignment rather than after 2 offers from any region.</p> <p>New language for Secondary, Elementary and Elementary Instruction Specialist Assistant Principals that District shall consider and endeavor to assign them to the region they work and live in. An employee on the reassignment list who receives an offer for one of these 3 Assistant Principal positions outside of the region they were displaced from can decline the offer without losing placement on the reassignment list.</p>
<p>Article X Duties, Responsibilities and Hours</p>	<p>District now recognizes principle of 8-hour day, 40-hour workweek for full-time employees during the school year. While certificated unit members are exempt from overtime, supplemental assignments including Summer School, Winter Recess Academy and Saturday Intervention classes receive supplemental pay.</p> <p>Flexible work hours can now be taken with prior verbal and written notification to the immediate supervisor instead of requiring supervisor approval. This notice shall be provided at least 2 business days in advance of the absence except in emergent circumstances, which replaces the current request process.</p>



	<p>Clarifies that flexible hours can be taken in increments of up to 4 hours and that absences more than 4 hours shall be taken using appropriate benefit time. Abuse of flexible time and/or failure to follow procedure would be addressed under Article VII Evaluation and Due Process.</p> <p>Site administrators at Comprehensive High Schools have the option to schedule regular flexible time to offset their arrival time one day a week.</p> <p>AALA/Teamsters and District shall provide annual joint training to District management on granting/scheduling flexible hours.</p> <p>New 8-member committee split between AALA/Teamsters and District shall meet a minimum of 3 times to discuss and develop recommendations regarding Informal Classroom Observations.</p> <p>Supplemental pay shall be provided in accordance with District policy and not be denied for arbitrary, capricious or discriminatory reasons. District must provide AALA/Teamsters 90 calendar-day notice of any planned changes to the supplemental pay policy and bargain with the union on the change upon request</p>
<p>Article XI Leaves and Absences</p>	<p>Expands definition of qualified family member for bereavement to include a domestic partner and designated person in accordance with the law. For employees not traveling out of state, allows an additional 2 days of bereavement using personal necessity, vacation or unpaid leave.</p> <p>Expands pregnancy and related disability leave in accordance with the law. Family Care and Medical Leave/California Family Rights Act (FMLA/CFRA) language similarly updated to reflect the law.</p> <p>For conference/convention attendance, removes language that attendance not result in unnecessary duplication of participation by District personnel at the event. For approval process, consideration shall be given for conference attendance included as part of approved school plans. Approval shall not be unreasonably denied.</p>
<p>Article XIII Holidays and Vacations</p>	<p>New language provides staff attendance incentive ranging from \$100 to \$500 per year based on annual attendance rate.</p>
<p>New Sideletter Regarding EDSSL</p>	<p>Joint committee split between AALA/Teamsters and District to meet monthly to discuss and make recommendations to the District regarding Educator Development and Support: School Leaders (EDSSL) evaluation process, criteria and element weighting. Starting August 1, 2026, AALA/Teamsters and District shall meet to develop a sideletter regarding EDSSL.</p>
<p>New Sideletter Regarding Principals Assigned to Priority Schools</p>	<p>Principals assigned to priority schools shall receive an annual \$5,000 stipend split into 2 equal payments at the end of each semester.</p>



	If a principal is transferred to a priority school through a District-initiated transfer, the principal maintains their current salary if it is greater than the priority school salary for the duration of the assignment and one year following it if overall effective performance is maintained.
New Sideletter Regarding Professional Development	School Site Administrators may now include up to 20 hours of flexible time per semester in their budgets as part of District-approved school Professional Development (PD) plans for delivery or facilitation of PD outside of the workweek and/or assignment basis. PD hours shall be logged and submitted with agenda and sign-in sheets to Region Superintendent/designee.
New Sideletter Regarding Preparation for Summer School and Winter Recess Academy	Hours of additional assignment/pay allocated by the District for Summer School and Winter Recess Academy Preparation will not require a pre-approval plan of Region Superintendent/designee. Preparation hours shall be logged and submitted to Region Superintendent/designee.
New Sideletter Regarding Principals Assigned to a Single Administrator Site	Principals assigned to a school with 275 or more students as the only full-time administrator shall receive an annual \$5,000 stipend split into 2 equal payments at the end of each semester. Stipend effective January 1, 2026, for the Spring 2026 semester.
New Sideletter Regarding Salary of AP, ELR	All Assistant Principals, Elementary (AP, ELR) shall be placed at level 38 on the pay scale effective July 1, 2026.
New Sideletter Regarding Salary of APEIS	All Assistant Principals, Elementary Instruction Specialist (APEIS) shall be placed at level 38 on the pay scale effective July 1, 2026.
New Sideletter Regarding Committee to Review Classifications of Early Education Principals and Directors	A 6-member committee, evenly split between AALA/Teamsters and District appointees, shall meet within 90 days of ratification of the agreement to discuss and develop recommendations for a Human Resources salary study on Early Education Principals and Directors. Human Resources shall develop and conduct the survey and provide a written response to the committee. Within 90 days, the committee shall meet to review the response and develop recommendations to their respective bargaining teams regarding potential proposals.