



## AALA Unit J (Classified) 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 <b>12.15% in compounded raises over 2 years:</b></p> <p>2025-26 Salary Increases:</p> <ul style="list-style-type: none"> <li>• 2% effective July 1, 2025 (retroactive)</li> <li>• 2% effective January 1, 2026 (retroactive)</li> </ul> <p>2026-27 Salary Increases:</p> <ul style="list-style-type: none"> <li>• 4% effective July 1, 2026</li> <li>• 3.65% effective January 1, 2027</li> </ul> <p>2027-28 Salary Reopener:</p> <ul style="list-style-type: none"> <li>• AALA/Teamsters can reopen Article XIV Wages on or after January 1, 2027</li> </ul> <p>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>
Article IV AALA Teamsters Rights	<p>AALA/Teamsters may request use of District meeting rooms to meet with members in accordance with the union's rights while abiding by District rules and regulations.</p> <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>Language to ensure AALA/Teamsters receives membership information and the ability to meet with new unit members in accordance with state law.</p>
Article V Grievance Procedure	<p>Adds that there must be mutual agreement between AALA/Teamsters and the District to excuse a grievant from attending each step of the grievance procedure.</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>District would provide reasonable release time for grievant, steward and any witness.</p>



	<p>Removes confidentiality language that would restrict AALA/Teamsters' ability to communicate with membership regarding grievances.</p> <p>Clarifies that District can require informal discussion occur before Step One grievance meeting.</p> <p>Extends various timelines related to filing of grievances, grievance meetings during the steps of the grievance procedure and requesting board review.</p> <p>For Board of Review, clarifies that the union makes the decision to submit a grievance for board review. Updates list of possible Board of Review chairmen. Clarifies that a member of the union can be appointed to the Board of Review. Removes restriction that Board of Review cannot provide an award on a grievance that occurred before or after the term of the agreement.</p>
Article VII Non-Discrimination	Updates list of status categories protected from discrimination in accordance with federal/state law and District policy.
Article VIII Union Security and Dues Deduction	Updates dues deduction process to reflect AALA/Teamsters current practice and requirements under state law.
Article IX Hours of Work	<p>Extends time period that flexible hours may be used from 2 pay periods to 3 pay periods (90 days). New language that flexible hours can be used on consecutive days or in up to 8-hour increments with mutual agreement between the unit employee and their supervisor.</p> <p>Training language is updated to say that AALA/Teamsters and District will jointly provide the training to District management and Unit J supervisors on the scheduling and use of flexible hours.</p>
Article X Evaluation Procedures	<p>Changes performance report rating of "meets standards" to "Acceptable."</p> <p>New language that District will provide employee with written documents supporting the issues to be discussed at a pre-disciplinary meeting within 2 business days in advance of the meeting. District will provide any additional written materials it obtains after the meeting supporting the issue discussed in the pre-disciplinary meeting to the employee in a reasonable time. District must provide AALA/Teamsters with all materials upon which any charges are based at least 5 working days prior to a Skelly meeting.</p>
Article XIII Leaves of Absence	<p>For cancellation or early return from leave, a request to do so will be granted by the District if there is a vacancy in the employee's position and they can perform the job's essential functions with or without reasonable accommodation.</p> <p>For bereavement leave, if the District requests proof of death and relationship to the deceased, the employee is expected to provide the</p>



	<p>requested information within 30 days from the first day of bereavement leave. Expands definition of qualified family member to include a domestic partner and designated person in accordance with the law. For employees not traveling out of state and traveling less than 200 miles, allows an additional 2 days of bereavement using personal necessity, vacation or unpaid leave.</p> <p>District will engage in interactive process to ensure a pregnant employee can remain on active duty as long as possible with or without reasonable accommodation. Language on providing physician’s certification to District changed from being mandatory to being at District’s discretion.</p> <p>For industrial injury/illness leave, physician who reviews the employee’s work-related injury or illness can include a pre-designated physician in accordance with the law. Restriction that an employee absent using this leave remain in California unless the District authorizes travel outside the state is removed.</p> <p>Family Care and Medical Leave/California Family Rights Act (FMLA/CFRA) language updated to reflect current legal standards and District policy.</p> <p>For intermittent leave or reduced schedule leave, when the District temporarily transfers an employee to an alterative position, the District will now first attempt to reasonably alter the employee’s current job. Removes language that allows the District to transfer an employee to a part-time job in this situation.</p> <p>Removes charter school leave language.</p>
<p>Article XIV Wages and Salaries</p>	<p>Increases longevity increment amounts and adds increments for 25, 30 and 35 years of qualifying District service.</p> <p>New language that in the event the Superintendent closes a District site due to emergency circumstances and the District offers a flat-rate stipend to employees supervised by Unit J to perform in-person, emergency-related work at the closed site, Unit J employees will receive the same stipend if they also report to a closed site.</p>
<p>Article XVII Vacation</p>	<p>Vacation calendar for next fiscal year will now be posted by March 15<sup>th</sup> of each fiscal year. Language is shifted throughout article to reflect fiscal rather than school year.</p> <p>New language provides attendance incentive ranging from \$100 to \$500 per year based on annual attendance rate.</p> <p>New attendance incentive plan language allows an employee who accrues vacation and accumulates a total of 50 days or more of full-pay</p>



	illness absence credit subsequent to June 30, 1995 to be credited with 2 additional days of vacation on a one-time basis on June 30 of the school year they reached that accumulation if they did not receive this benefit prior to its inclusion in the article. An employee whose absence credit drops below 50 days does not receive additional vacation credit except that each additional 25 days of unused full-pay illness absence credit beyond 50 days will result in one additional vacation day.
Article XIX Tuition Reimbursement	Increases tuition reimbursement maximum from \$1,100 to \$1,400 during any 12-month period.
Article XX Reclassification Procedure	AALA/Teamsters will be provided a list of vacancies in Unit J upon request.
Article XXI Job Stewards	New language that up to 6 Job Stewards annually identified by AALA/Teamsters may use section 5.1 of Article IV AALA Teamsters Rights (AALA Teamsters Union Business Release) to attend steward training.
Article XXII Term of Agreement	Agreement would be in effect through June 30, 2028.
New Sideletter Regarding Salary Compression Committee	A 6-member committee, evenly split between AALA/Teamsters and District appointees, shall make every effort to meet within 45 days but no later than 60 days of AALA/Teamsters identifying Unit J classifications to review for salary compression. Following the committee's discussion, the parties may refer concerns on salary compression to the Personnel Commission for review/evaluation.