

**LOS ANGELES UNIFIED SCHOOL DISTRICT-ASSOCIATED ADMINISTRATORS LOS ANGELES
TENTATIVE AGREEMENT
2020-2023**

This Tentative Agreement is made and entered into this 23rd day of December, 2021 by and between the Board of Education of the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles ("AALA"). The District and AALA have met and negotiated in good faith and have completed their negotiations for this 2020-2023 Agreement. This Agreement is the successor to the parties' 2017-2020 Agreement and is the final resolution to all matters associated with that Agreement. The parties hereby agree as follows:

- A. All articles and provisions of the parties' 2017-2020 Agreement, together with previous amendments, supplements, MOUs and sideletters are to be combined with the terms of this Agreement to form the 2020-2023 Agreement. The parties' will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.
- B. Additional agreements:
 - 1. Article IV – General Provisions
 - 2. Article VI – AALA Rights
 - 3. Article VIII – Grievance and Arbitration Procedures
 - 4. Article IX – Administrative Assignments and Transfers
 - 5. Article XII - Salaries
 - 6. Article XIII – Holidays and Vacations
 - 7. Article XV - Miscellaneous
 - 8. Article XVI – Term of Agreement
- C. Term of Agreement: This Agreement shall become effective upon adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2023, and thereafter 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' 2017-2020 Agreement. There shall be reopener negotiations as follows:
 - 1. 2022-2023 Reopener: Effective March 1, 2022, the parties may reopen three (3) articles each. All such negotiations shall commence within ten (10) days of a written request to reopen, unless there is mutual agreement for a longer period. Nothing herein shall require that a party identify all of its chosen reopeners at the same time.
- D. Negotiations for Successor Agreement: Negotiations for the successor agreement to this Agreement shall commence at the request of either party any time after January 1, 2023.

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This Agreement is subject to ratification by the AALA membership and to final adoption by the LAUSD Board of Education.

Date of Agreement: December 23, 2021

Los Angeles Unified School District

By: Anthony DiGrazia

Anthony DiGrazia
Director of Labor Relations

Associated Administrators Los Angeles

By: Nery Paiz

Nery Paiz
AALA President

Adopted by the Board of Education on _____, 2022.

By: _____

Kelly Gonez, Board President
Los Angeles Unified School District

ARTICLE IV - GENERAL PROVISIONS

5.1 So long as the District maintains an Aspiring Principal's program and/or Aspiring Assistant Principal's Program, candidates successfully completing the Program shall be placed on an eligibility list for a period of three years.

8.0 b. Release from Assignment: Except in extenuating circumstances, and in order to allow School Support Administrators sufficient time to pursue other opportunities/positions, School Support Administrators are to receive notice that they are being released from their position for the subsequent school year by May 15th of the current school year. While late notice shall not prevent the release, the employee upon request may have a meeting with the appropriate Division Head, Local District Superintendent or designee. The fact of the meeting will be memorialized.

ARTICLE VI - AALA RIGHTS

4.0 Released Time for Negotiations: Up to ~~four~~ eight negotiating team employee representatives designated by AALA shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District. ~~AALA and the District may agree that additional employees shall receive such released time.~~

ARTICLE VIII - GRIEVANCE AND ARBITRATION PROCEDURES

8.0 Step One: A formal grievance must be filed within 15 days after the grievant or AALA 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 to grant, the grievant may initiate the grievance with the responsible administrator who has such authority.

- a. A meeting between the grievant and the appropriate administrator shall take place within five (5) days from the date of the presentation of the grievance. The timeline may be extended by mutual consent of AALA and the District. The administrator shall reply within five (5) 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 (9th) business day at the close of business following the Step One meeting.
- b. Step One may be skipped by mutual consent.

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

10.0 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) days after termination of Step Two, present the grievance to the Deputy Superintendent or designee. A meeting shall take place within five (5) days of the presentation of the grievance. The timeline may be extended by mutual consent of AALA and the District. The Deputy Superintendent or designee shall reply within five (5) days following the meeting. The receipt of such reply will terminate Step Three.

20.0 No Reprisals: There shall be no reprisal against an employee for utilizing these grievance procedures, ~~or~~ 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.

ARTICLE IX - ADMINISTRATIVE ASSIGNMENTS AND TRANSFER

1.8 Employee Initiated Transfers: Employee who have service 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...

ARTICLE XII - SALARIES

Effective July 1, 2021, all AALA bargaining unit member shall receive a 5% on-schedule salary increase applied to all pay scale groups and levels of the base salary tables.

ARTICLE XIII - HOLIDAYS AND VACATIONS

2.1 A retired employee providing service as an interim administrator who has worked a total of 20 days or more in the same assignment, prior to a holiday, shall receive holiday pay at the hourly rate of pay they receive for the interim assignment provided the employee has been in paid status on the day before and the day after a holiday as defined in 2.0 above.

ARTICLE XV - MISCELLANEOUS

2.3 Master Salary (G) Table Committee: For the 2022-23 school year, the District and AALA shall form a Master Salary (G) Table Committee comprised of twelve (12) members, six (6) appointed by AALA six (6) appointed by the District. The committee shall meet ~~six (6)~~ four (4) times during the 2022-2023 school year to discuss ~~the following~~ matters related to the Master Salary (G) Table.

ARTICLE XVI - TERM OF AGREEMENT

1.0 Term: This Agreement shall become effective upon adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2023, and thereafter 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' 2017-2020 Agreement. There shall be reopener negotiations as follows:

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