

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND THE LOS ANGELES SCHOOL POLICE
MANAGEMENT ASSOCIATION ("LASPMA")
MEMORANDUM OF UNDERSTANDING 2022-2025
Unit H**

This Tentative Agreement is made and entered into this ___ day of June, 2023 by and between the Board of Education of the Los Angeles Unified School District ("District") and the Los Angeles School Police Management Association ("LASPMA") for employees in Unit H.

Pursuant to the parties' 2020-2023 Agreement, the District and LASPMA have met and negotiated in good faith and have completed their negotiations for a successor collective bargaining agreement. This 2022-2025 Agreement is the successor to the parties' 2020-2023 Agreement and is the final resolution to all matters, including the 2022-2023 Reopener associated with that Agreement. The parties hereby agree as follows:

The term of this Agreement shall cover a period through June 30, 2025 (and continued thereafter on a day-to-day basis until such time as it may be terminated by either party upon 10 days' notice). The parties hereby agree as follows:

A. **INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties' 2020-2023 Agreement are incorporated as part of the LAUSD-LASPMA 2022-2025 Agreement except as modified below, or as required to make appropriate, mutually agreed to, non-substantive language corrections.

B. **COMPENSATION:**

i. 2022-2023 Salary Increase:

Based on the salary table effective July 1, 2022, all Unit H bargaining unit members shall receive a 3% on-schedule wage increase applied to the base salary tables.

Based on the salary table effective January 1, 2023, all Unit H bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

ii. 2023-2024 Salary Increase:

Based on the salary table effective July 1, 2023, all Unit H bargaining unit members shall receive a 3% on-schedule wage increase applied to the base salary tables.

Based on the salary table effective January 1, 2024, all Unit H bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

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iii. 2024-2025 Salary Increase:

Based on the salary table effective July 1, 2024, all Unit H bargaining unit members shall receive a 3% on-schedule wage increase applied to the base salary tables.

Based on the salary table effective January 1, 2025, all Unit H bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

C. ADDITIONAL AGREEMENTS:

1. Article XVI - Holidays
2. Article XXII - Term of Agreement

D. 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, 2025, and thereafter shall be extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice.

The above is subject to ratification by the members of Unit H and final approval by the LAUSD Board of Education.

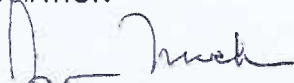
Date of agreement: June 6, 2023

Los Angeles Unified School District


By: Anthony DiGrazia

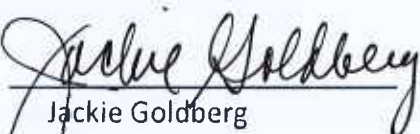
Office of Labor Relations

THE LOS ANGELES SCHOOL POLICE MANAGEMENT
ASSOCIATION

 6/6/2023
By: Jason Muck

LASPMA President

Adopted and approved by the Board of Education on June 20, 2023.

By: 
Jackie Goldberg
President

ARTICLE XVI

HOLIDAYS

1.0 Holidays: An employee in a regular assignment, or in an assignment in lieu of his/her regular assignment, shall receive holiday pay for those holidays listed below and for other holidays declared by the Board of Education, the Governor of California, or the President of the United States which come within the employee's assignment period, subject to the conditions listed in Section 1.1 through 1.3.

January 1	New Year's Day
That date in January declared by the Board	Martin Luther King, Jr. Day
Third Monday in February	Presidents Day
Last Monday in May	Memorial Day
<u>June 19.....</u>	<u>Juneteenth Day</u>
July 4	Independence Day
That date declared by the Board	Admission Day
First Monday in September	Labor Day
November 11	Veterans Day
That Thursday in November proclaimed by the President	Thanksgiving Day
Friday following Thanksgiving	Thanksgiving Friday
December 25	Christmas Day
That date declared by the Board.....	Alternate Lincoln Day Observance

1.1 The employee must have been in paid status for a portion of the working day immediately preceding or succeeding the holiday, provided that an employee on a military leave of absence entitled to compensation under Article XII shall only receive pay for the portion of the holiday period needed to meet the total time for which compensation is required by law.

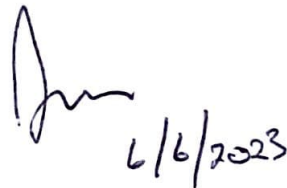
1.2 An employee whose regular work schedule is less than five (5) days per week and forty (40) hours per week shall not be entitled to pay for any holiday observed on the employee's regularly scheduled day off.

1.3 An employee in paid status during any portion of the working day of his/her normal assignment immediately preceding or succeeding the school holidays of December 25 and January 1 shall receive pay for the two holidays.

2.0 Friday shall be the observed holiday for all purposes for holidays which fall on a Saturday; Monday shall be the observed holiday for all purposes for holidays which fall on a Sunday.



06/06/2023



6/6/2023

ARTICLE XXII

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, to and including June 30, 2025, and thereafter extended on a day-to-day basis until canceled by either party upon ten (10) days' written notice.

2.0 Negotiations for Successor Agreement: Negotiations for a successor Agreement shall commence upon request of either the District or the Union at any time after March 1, 2025.