

**LOS ANGELES SCHOOL POLICE ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2015-2016 REOPENER AGREEMENT**

This Reopener Agreement is made and entered into this 7th day of July, 2017 by and between the Board of Education of the Los Angeles Unified School District ("the District") and the Los Angeles School Police Association (LASPA).

Pursuant to the parties' 2014-2017 Agreement, the District and LASPA have met and negotiated in good faith and completed their negotiations for a reopener collective bargaining agreement. The parties hereby agree to the following:

1. The parties' 2014-2017 Agreement shall remain in full force and effect pursuant to its terms. This Reopener Agreement is the full and final resolution of all matters related to any and all contract reopener negotiations for the 2014-2017 Agreement.
2. The parties agree to amend APPENDIX B (ALLOWANCES AND DIFFERENTIALS) of the Collective Bargaining Agreement of between the District and LASPA as follows:

2.8 Performance Incentives:

a. All full time unit members in sworn peace officer positions who have satisfied all requirements for a Basic Certificate issued by the Commission on Peace Officer Standards and Training of the State of California (P.O.S.T.) shall receive a 2% incentive on base pay per pay period. All full time unit members in sworn peace officer positions who have obtained a P.O.S.T. Intermediate Certificate shall receive a 5% Performance Incentive on base pay per pay period. All full time unit members in sworn peace officer positions who have obtained a P.O.S.T. Advanced Certificate shall receive 10% Performance Incentive on base pay per pay period.

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2.9 Non-sworn Incentive:

a. All unit members in permanent, regular, non-sworn positions who have satisfactorily completed the department's basic safety training, and its periodic in-service training shall receive a 4% incentive on base pay per pay period.

...

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...

c. The longevity increment for unit members in a sworn peace officer position shall be fifteen (15%) percent above the base rate of pay after fifteen (15) years of qualifying District service in a sworn peace officer classification.

...
8.5 The longevity increment schedule for years of qualifying District service for School Safety Officers shall be:

...
~~———— \$150 per pay period after 15 years~~
~~———— \$175 per pay period after 20 years~~
~~———— \$200 per pay period after 25 years~~
Fifteen (15%) percent above the base rate of pay after fifteen (15) years of qualifying District service in a non-sworn classification.


The above amendments to APPENDIX B are retroactive to July 1, 2016.

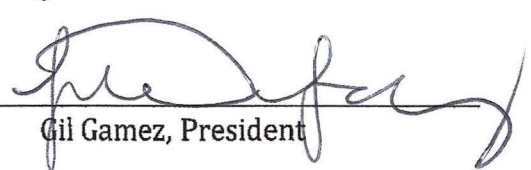
The above is subject to ratification by LASPA membership and final adoption by the LAUSD Board of Education.

Date of Agreement: 7-18-17

Los Angeles Unified School District

Los Angeles School Police Association

By: 
Najeeb Khoury, Director
Office of Labor Relations

By: 
Gil Gamez, President

Adopted and approved by the Board of Education on _____, 2017.

By: _____
Dr. Ref Rodriguez, President