

LOS ANGELES UNIFIED SCHOOL DISTRICT AND THE LOS ANGELES SCHOOL POLICE
ASSOCIATION ("LASPA")
MEMORANDUM OF UNDERSTANDING 2022-2025
Unit A

This Tentative Agreement is made and entered into this 6 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 Association ("LASPA") for employees in Unit A.

Pursuant to the parties' 2020-2023 Agreement, the District and LASPA 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-LASPA 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:**

SWORN:

Effective July 1, 2022, all SWORN Unit A bargaining unit members shall receive a 3% on-schedule wage increase applied to the base salary tables.

Effective January 1, 2023, all SWORN Unit A bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

NON-SWORN:

Based on the salary table effective July 1, 2022, all NON-SWORN Unit A bargaining unit members shall receive a 7% on-schedule wage increase applied to the base salary tables.

ii. **2023-2024 Salary Increase:**

SWORN:

Effective July 1, 2023, all SWORN Unit A bargaining unit members shall receive a 3% on-schedule wage increase applied to the base salary tables.

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Effective January 1, 2024, all SWORN Unit A bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

NON-SWORN

Based on the salary table effective July 1, 2023, all NON-SWORN Unit A bargaining unit members shall receive a 7% on-schedule wage increase applied to the base salary tables.

Effective January 1, 2024, Step 1 for the School Safety Officer classification will be increased to \$22.52, with the subsequent Steps adjusted accordingly.

iii. **2024-2025 Salary Increase:**

SWORN

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

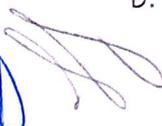
Based on the salary table effective January 1, 2025, all SWORN Unit A bargaining unit members shall receive a 4% on-schedule wage increase applied to the base salary tables.

NON-SWORN

The classification of School Safety Officer is not included in the on-schedule 2024-2025 wage increase, as an additional increase is being provided in January 2024, during the 2023-2024 year.

  C. **ADDITIONAL AGREEMENTS:**

1. Article XV - Holidays
2. Article XIX -Term of Agreement

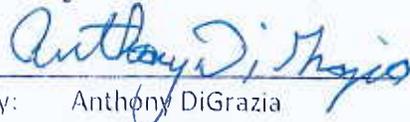
  D. **TERM OF AGREEMENT:** This Agreement shall become effective upon ratification by the Union and adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2025, and thereafter shall be extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice.

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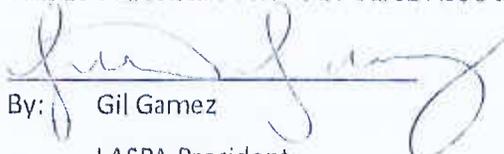
The above is subject to ratification by the members of Unit A and final approval by the LAUSD Board of Education.

Date of agreement: 6/6/23

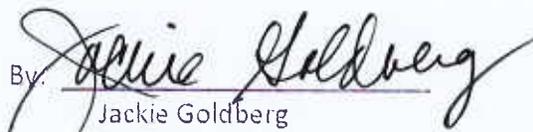
Los Angeles Unified School District


By: Anthony DiGrazia
Office of Labor Relations

THE LOS ANGELES SCHOOL POLICE ASSOCIATION


By: Gil Gamez
LASPA President

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


By: Jackie Goldberg
President

ARTICLE XV

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

AD

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
June 19 Juneteenth Day

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
Day following Thanksgiving Day 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. If Christmas Day falls on a Saturday or Sunday, any employee who works the actual Christmas Day holiday on Saturday or Sunday shall be compensated at the overtime rate.

ARTICLE XIX

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.

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