

**LOS ANGELES UNIFIED SCHOOL DISTRICT- LOS ANGELES SCHOOL POLICE MANAGEMENT
ASSOCIATION
TENTATIVE AGREEMENT
2020-2023**

This Tentative Agreement is made and entered into this 28th day of February, 2022 by and between the Board of Education of the Los Angeles Unified School District (“District”) and the Los Angeles School Police Management Association (“LASPMA”). The District and LASPMA 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, including the 2019-2020 Reopener 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 XIV – Wages and Salaries
 - 2. Article XXII – Term of Agreement
 - 3. COVID Sideletter– Stipend

- 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, including the 2019-2020 Reopener. There shall be reopener negotiations as follows:

- 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.

- E. 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.


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

Date of Agreement: February 28, 2022

Los Angeles Unified School District

Los Angeles School Police Management Association

By: 
Anthony DiGrazia
Director of Labor Relations

By: 
Robert Taylor
LASPMA President

Adopted by the Board of Education on _____, 2022.

By: _____
Kelly Gonez, Board President
Los Angeles Unified School District

ARTICLE XIV – WAGES AND SALARIES

Effective July 1, 2021, all LASPMA 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 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, 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:

2.0 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.

3.0 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.



Los Angeles Unified School District
DIVISION OF EMPLOYEE SUPPORT AND LABOR RELATIONS
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ALBERTO M. CARVALHO
Superintendent of Schools

KRISTEN MURPHY
*Chief of Employee Support
and Labor Relations*

ANTHONY DIGRAZIA
Director of Labor Relations

February 22, 2022

Robert Taylor, President
Los Angeles School Police Management Association
2202 South Figueroa Street, #724
Los Angeles, California 90007

RE: LASPMA UNIT H STIPEND

Dear Mr. Taylor:

The purpose of this side-letter is to memorialize the agreement between the Los Angeles School Police Management Association (LASPMA) and the Los Angeles Unified School District (District) to provide a one-time stipend in recognition of the extraordinary efforts of LASPMA members to provide services during the COVID-19 pandemic and the commitment to ongoing training in proper de-escalation techniques.

Commitment to Advance De-escalation Proficiency

The Los Angeles School Police Department personnel will continually train in proper de-escalation techniques with best practices and outcomes in mind and consistent with District, Department and community expectations.


Additionally, LASPD personnel will commit to further expand on required de-escalation training and techniques by initiating and facilitating daily roll call discussions and scenario-based exercises to continuously enhance de-escalation proficiency and understanding. LASPD will initiate discussions that expand personnel expertise in de-escalation options and strategies most appropriate for campus-based environments and to best serve our District stakeholders.

Based on the above, the parties agree to the following:

1. The one time stipend of two-thousand, five hundred dollars (\$2,500) shall be paid to all LASPMA Bargaining Unit members active as of December 31, 2021 for the 2021-2022 school year.
2. Bargaining unit members who enter into a settlement agreement resulting in resignation as a result of the COVID-19 vaccine mandate shall not be eligible for this stipend.

3. This one time stipend shall be paid in a timely manner following approval by the Board of Education.

Sincerely,


Anthony DiGrazia, Director
Office of Labor Relations

IT IS SO AGREED: 
_____ Robert Taylor, President

3/11/2022
_____ Date

c: Kristen Murphy Rob Samples