

**Memorandum of Understanding  
By and Between the  
Los Angeles Unified School District  
and  
Los Angeles School Police Association**

The Los Angeles Unified School District ("District") and Los Angeles School Police Association ("LASPA," hereby enter into the following Memorandum of Understanding ("MOU") for the purpose of implementing the salary reopener provision of the July 11, 2014 Memorandum of Understanding ("July 2014 MOU").

**Background**

Pursuant to the July 2014 MOU, LASPA and the District agreed to the following salary provisions: (a) a 2% on-schedule wage increase applied to the base salary table and to all pay scale groups and levels, effective July 1, 2014; (b) a 2% on-schedule wage increase applied to the base salary table and to all pay scale groups and levels, effective July 1, 2015, but contingent upon identification of sufficient funding; and (c) a 2.5% on-schedule wage increase applied to the base salary table and to all pay scale groups and levels, effective July 1, 2016, but contingent upon identification of sufficient funding.

Pursuant to the July 2014 MOU, Unit A unit members were also eligible to receive: (1) a 5% performance incentive on base pay per pay period for obtaining a Peace Officer Standards and Training (P.O.S.T.) Intermediate Certificate or equivalent; (2) a 8% performance incentive on base pay per pay period for obtaining a POST Advanced Certificated or equivalent; and (3) a 2% incentive on base pay per pay period for completing the department's basic safety training and periodic in-service training;

In the Parties' prior Agreement, Unit A unit members were eligible only to receive: (1) \$135 for obtaining a POST Intermediate Certificate or equivalent and (2) \$185 for obtaining a POST Advanced Certificate or equivalent.

The July 2014 MOU further provided that, "In the event that another LAUSD bargaining unit's across-the-board percentage wage increase above the previous base salary rates exceed those provided in this Agreement, the salary negotiations for this bargaining unit shall, upon request, be reopened for salary renegotiations relating to such year(s).";

On or about April 17, 2015, the District and United Teachers of Los Angeles ("UTLA") reached a Tentative Agreement providing for: (a) a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables, effective July 1, 2014; (b) a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables, effective January 1, 2015; (c) a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables, effective July 1, 2015; and (d) a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables, effective January 1, 2016.

UTLA did not receive a 2% wage increase for the 2013-14 school year or equivalent, as Unit A unit members received via the POST percentage increases, nor did UTLA receive a 2.5% wage increase for the 2016-17 school year, as Unit A unit members received.

In order to carry out the reopener commitment to LASPA-represented employees covering all of the affected years, the District and LASPA have agreed to the following implementation terms.

### **Agreement**

The provisions below will replace the salary provisions of the July 2014 District-LASPA MOU with the following for currently active employees:

1. Effective July 1, 2014, all Unit A bargaining unit members shall receive a 2% across-the-board, on-schedule wage increase applied to and based upon, current base salary tables already received.
2. Effective January 1, 2015, all Unit A bargaining unit members shall receive a 2% across-the-board, on-schedule wage increase applied to and based upon, current base salary tables.
3. Effective July 1, 2015, all Unit A bargaining unit members shall receive a 2% across-the-board, on-schedule wage increase applied to and based upon, current base salary tables.
4. Effective January 1, 2016, all Unit A bargaining unit members shall receive a 2% across-the-board, on-schedule wage increase applied to and based upon, current base salary tables.
5. In lieu of the 2014 MOU provisions for 2016-17, there will be contract reopener negotiations for compensation matters. This will be in addition to the previously agreed upon reopener for 2015-16 as described in the July 2014 MOU.
6. In the event Unit H members receive any payroll related increases for 2014-2017 (salary, bonus, special pays, one time payments etc.) above what is provided in #1 through #4 above, Unit A members will receive the same increase. This section will not apply to increases Unit H has already received at the time of the signing of this agreement.
7. The District agrees to take all necessary steps to have the Personnel Commission complete a salary survey for Unit A classifications, using as many of the same comparable agencies used by the Personnel Commission in 2014 for the Police Lieutenant and Sergeant classifications, when appropriate. The survey shall be completed and provided to LASPA and the District on or before September 1, 2015.

This MOU is subject to ratification by the LASPA membership and to final approval by the District's Board of Education.

Date of Agreement: 6/05/15

Los Angeles Unified School District

Los Angeles School Police Association

By: Vivian Ekchian  
Vivian Ekchian  
Office of Labor Relations

By: Max Gonzalez  
Max Gonzalez  
President