

**ASSOCIATED ADMINISTRATORS OF LOS ANGELES
CLASSIFIED MANAGERS
MEMORANDUM OF UNDERSTANDING
2014-2015**

This Reopener Agreement is made and entered into this 10th day of July, 2014 by and between the Board of Education of the Los Angeles Unified School District ("District") and the Associated Administrators of Los Angeles (AALA).

Pursuant to the parties' 2012-2015 Agreement, the District and AALA have met and negotiated in good faith and have completed their negotiations for a reopener collective bargaining agreement. The parties hereby agree as follows:

- A. The parties' 2012-2015 Agreement shall remain in full force and effect pursuant to its terms. This Reopener Agreement, as amended herein, concludes negotiations for and is in full and final resolution of all matters relating to contract negotiations with respect to the 2014-2015 school year.
- B. The District and AALA agree to the following with respect to compensation:

2013-2014

AALA classified managers shall receive a 2% off-schedule, lump-sum salary payment, on a one-time basis, based upon and limited to all actual 2013-2014 earnings paid on the base salary table. If any other unit of LAUSD receives a lump sum salary payment above 2% of base salary for the 2013-2014 school year, AALA classified managers shall receive the same percentage increase.

2014-2015

Beginning on July 1, 2014, AALA classified managers shall receive a 2% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels.

2015-2016

Beginning on July 1, 2015, AALA classified managers shall receive a 2% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels. The above-offered 2% increase is contingent upon District identification of increased revenues or reduction in operating expenses sufficient to fund the budgetary commitment involved.

2016-2017

Beginning on July 1, 2016, AALA classified managers shall receive a 2.5% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels. The above-offered 2.5% increase is contingent upon District identification of increased revenues or reduction in operating expenses sufficient to fund the budgetary commitment involved.

It is also agreed that should the Board of Education approve a higher general percentage increase on the base salary table for another group of employees, AALA will receive comparable treatment.

C. The parties' 2012-2015 Agreement shall be further modified as follows:

1. EVALUATION

- a. The Union and District agree to a pilot of the Classified Growth and Development Cycle evaluation for the 2014-2015 year. Procedures will be negotiated through a side letter.

2. PAYROLL OPTIMIZATION

The Union agrees to the implementation of a semi-monthly pay system, effective July 1, 2016.

3. HOURS OF WORK (ARTICLE IX)

- a. Prior to any substantial change of a permanent nature that affects an employee's work week or group of employees' work week, daily hours of work, and/or work shift, the employee(s) involved shall be given ~~reasonable advance notification~~ at least ten (10) business days notice, when practicable. (2.1)
- b. When the work demands involve significant extended hours of work within a given pay period, flexible reduced hours ~~in the same or following pay period~~ may be taken, with the prior approval of the immediate supervisor, in up to two (2) subsequent pay periods and may be increased during an emergency at the discretion of the supervisor so long as such absence does not interfere with the continued operational obligations of the employee, work unit, or District. If such time can be accommodated, it will be scheduled by the supervisor, in consultation with the employee. Granting and/or scheduling use of flexible reduced hours shall not be done on an arbitrary or discriminatory basis.(2.2)
- c. Emergency call responses shall be subject to the provisions of Section 2.2.

4. TUITION REIMBURSEMENT (ARTICLE XIX)

...Tuition reimbursement shall be limited to a maximum of ~~seven hundred dollars (\$700)~~ one thousand dollars (\$1,000) for any individual employee during any twelve (12) month period.... (1.0b)

5. VACATION (ARTICLE XVII)

Include dates for administrator issuance of annual vacation calendar (March 15) and for receipt of vacation calendar by employee (April 15).

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

Date of Agreement: 7/10/14

Los Angeles Unified School District

Associated Administrators of Los Angeles

By: Vivian Ekchian
Vivian Ekchian
Office of Labor Relations

By: Judith Perez
Judith Perez
President

Adopted and approved by the Board of Education on _____, 2014.

By: _____
Richard Vladovic, Ed.D.
President