

APPENDIX E

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

Associated Administrators of Los Angeles (Certificated Administrators)

The Los Angeles Unified School District ("District") and Associated Administrators of Los Angeles ("AALA") hereby enter into the following Memorandum of Understanding ("MOU") for the purpose of implementing the "comparable treatment" clause in their June 27, 2014 MOU.

Background

As reflected in their June 2014 MOU, AALA certificated administrators and the District agreed to the following salary provisions: (a) a 2% off-schedule, lump-sum salary payment, on a one-time basis, based upon and limited to all actual 2013-14 earnings paid on the base salary table; (b) a 2% on-schedule wage increase applied to the base salary table and to all pay scale groups and levels, effective July 1, 2014; (c) 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 (d) 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.

The June 2014 MOU further provided 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";

On April 17, 2015, the District and United Teachers of Los Angeles ("UTLA") entered into an Agreement, later approved by the Board of Education, 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; (d) a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables, effective January 1, 2016; and (e) salary negotiations reopener negotiations for the 2016-17 school year. Unlike the District-AALA June 2014 MOU, the UTLA Agreement did not include any provision for a 2013-14 wage increase, or for a 2.5% salary increase for the 2016-17 school year.

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

Agreement

The provisions below are to replace the salary provisions of the June 2014 District-AALA MOU with the following terms of comparable treatment for currently active employees:

1. The 2% off-schedule lump sum salary payment of 2013-14 will, in effect, be credited against the 2014-15 salary increases described below.
2. Subject to the above, and also effective July 1, 2014, AALA certificated administrators shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
3. Effective January 1, 2015, AALA certificated administrators shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
4. Effective July 1, 2015, AALA certificated administrators shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
5. Effective January 1, 2016, AALA certificated administrators shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
6. In lieu of the salary increase previously required in the 2014 MOU provisions for 2016-17, there shall be salary contract reopener negotiations, commencing April 1, 2016.

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

Date of Agreement: 5/28/15

Los Angeles Unified School District

Associated Administrators of Los Angeles

By: _____

Vivian Ekchian
Vivian Ekchian
Office of Labor Relations

By: _____

Dr. Judith Perez
Dr. Judith Perez
AALA President