

District Proposal: 3-17-23  
Union Counter: 4-12-23 Emailed  
District Proposal: 4-14-23  
Union Counter: 4-14-23  
Union Counter: 4-21-23

**LOS ANGELES UNIFIED SCHOOL DISTRICT-ASSOCIATED ADMINISTRATORS LOS ANGELES - UNIT J  
2022 - 2025 MEMORANDUM OF UNDERSTANDING**

This Tentative Agreement is made and entered into this 21st day of April, 2023 by and between the Board of Education of the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles Unit J - Classified Managers ("Unit J").

Pursuant to the parties' 2021-2022 collective bargaining Agreement, the District and Unit J have met and negotiated in good faith and have completed negotiations for the 2022-2025 Agreement. This 2022-2025 Agreement is the successor to the parties' 2021-2022 Agreement and is the final resolution to all matters associated with that Agreement. The parties hereby agree as follows:

**A. INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties' 2021-2022 Agreement are to be combined with the terms of this Agreement to form the 2022-2025 Agreement. This 2022-2025 Agreement completes and closes out the 2021-2022 Agreement and all reopeners contained therein. The parties' will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.

**B. COMPENSATION:**

**i. 2022-2023 Salary Increase:**

Based on the salary table effective July 1, 2022, all Unit J 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, 2023, all Unit J bargaining unit members shall receive a **4%** on-schedule wage increase applied to the base salary tables.

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

Based on the salary table effective July 1, 2023, all Unit J 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, 2024, all Unit J bargaining unit members shall receive a **4%** on-schedule wage increase applied to the base salary tables.

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

Based on the salary table effective July 1, 2024, all Unit J 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 Unit J bargaining unit members shall receive a **4%** on-schedule wage increase applied to the base salary tables.

~~It is also agreed that should the LAUSD Board of Education adopt across the board, on schedule percentage wage increases for another bargaining unit that are higher than a combined fourteen (14) percent for 2022-2025, Unit J shall receive the difference between the increases given to the other bargaining unit and fourteen (14) percent.~~

**C. ADDITIONAL AGREEMENTS:**

1. Article XIV – Wages and Salaries
2. Article IV- AALA Rights
3. Article XV – Health and Welfare
4. Article XVI – Holidays
5. Article XXII – Term of Agreement

**D. Negotiations for Successor Agreement:**

In exchange for the closure of this agreement, the parties agree that an extra year will be added to this successor agreement, making the successors term July 1, 2022 through June 30, 2025. The parties have been in negotiations for this successor and these negotiations have concluded.

**E. 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. There shall be one (1) noneconomic reopener for the 2024-2025 school year.

The agreement is subject to ratification by the membership of Unit J and to final approval by the LAUSD Board of Education.

Los Angeles Unified School District

Associated Administrators of Los Angeles Unit J

By: \_\_\_\_\_

Anthony DiGrazia  
Office of Labor Relations

By: \_\_\_\_\_

Nery X. Paiz  
President

Adopted and approved by the Board of Education on \_\_\_\_\_, 2023.

By: \_\_\_\_\_

Jackie Goldberg  
Board President