

**LOS ANGELES UNIFIED SCHOOL DISTRICT-ASSOCIATED ADMINISTRATORS LOS ANGELES
TENTATIVE AGREEMENT
2022-2025**

This Tentative Agreement is made and entered into this 13th day of July, 2023 by and between the Board of Education of the Los Angeles Unified School District ("District") and Associated Administrators Los Angeles (AALA).

Pursuant to the parties' 2020-2023 collective bargaining Agreement, the District and AALA have met and negotiated in good faith and have completed their negotiations for this 2022-2025 Agreement. This 2022-2025 Agreement is the successor to the parties 2020-2023 Agreement and is the final resolution to all matters associated with that Agreement. The parties agree as follows:

A. INCORPORATION OF PREVIOUS TERMS:

All articles and provisions of the parties' 2020-2023 Agreement, together with previous amendments, supplements, Memorandum of Understanding (MOU) and sideletters are to be combined with the terms of this Agreement to form the 2022-2025 Agreement. The parties' will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.

B. COMPENSATION:

i. 2022-2023 Salary Increase:

- a. Based on the salary table effective July 1, 2022, all AALA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. A \$20,000 Nurse Administrative Market Equity Increase applied to the appropriate steps/columns (Specialists – 37E, Coordinator - 39A , Assistant Director - 42 A and Director – 45 A) prior to the raise in section B(1)(c) being applied to the newly developed Nurse Administrative Salary Table effective January 1, 2023.
- c. Based on the salary table effective January 1, 2023, all AALA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

ii. 2023-2024 Salary Increase:

- a. Based on the salary table effective July 1, 2023, all AALA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. Based on the salary table effective January 1, 2024, all AALA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

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

- a. Based on the salary table effective July 1, 2024, all AALA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. Based on the salary table effective January 1, 2025, all AALA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

C. **ADDITIONAL AGREEMENTS:**

- 1. Article VII – Evaluation and Due Process

D. **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, 2025, 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' 2020-2023 Agreement. There shall be reopener negotiations as follows:

- 1. **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, 2025.

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

Date of Agreement: July 13, 2023

Los Angeles Unified School District

Associated Administrators Los Angeles

By: Anthony Di Grazia
Anthony Di Grazia
Director of Labor Relations

By: Nery X. Paiz
Nery X. Paiz
AALA President

Adopted and approved by the LAUSD Board of Education on _____, 2023.

By: _____
Jackie Goldberg, President
LAUSD Board of Education