

# TAB 41



## Board of Education Report

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**File #:** UIP-002-24/25

**Agenda Date:** 1/14/2025

**In Control:** Board of Education


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Associated Administrators of Los Angeles (Unit J) Initial Bargaining Proposals for 2025 Successor

INTER-OFFICE CORRESPONDENCE  
LOS ANGELES UNIFIED SCHOOL DISTRICT  
Office of Labor Relations

TO: Michael McLean  
Executive Officer of the Board

DATE: January 7, 2025

FROM:  Robert Samples, Director  
Office of Labor Relations

SUBJECT: **ASSOCIATED ADMINISTRATORS OF LOS ANGELES (UNIT J) INITIAL BARGAINING PROPOSALS FOR 2025 SUCCESSOR**

Associated Administrators of Los Angeles (AALA), Unit J has informed the Office of Labor Relations of their intention to present Initial Proposals for Negotiations for Unit J. AALA will present the attached proposals to the Board.

Please place this item on the Agenda for the next Board meeting.

Thank you.

Attachment



**ASSOCIATED ADMINISTRATORS OF LOS ANGELES**

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January 7, 2025

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**Scott Schmerelson, President**  
**LAUSD Board of Education**  
**Los Angeles Unified School District**  
**333 South Beaudry Avenue, 24th Floor**  
**Los Angeles, California 90017**

**Alberto M. Carvalho, Superintendent**  
**Los Angeles Unified School District**  
**333 South Beaudry Avenue - 24th Floor**  
**Los Angeles, CA 90017**

**RE: Associated Administrators/Teamsters Local 2010 (Classified-Unit J)**  
**Successor Agreement Negotiations 2025**

**Dear Board President Schmerelson and Superintendent Carvalho:**

Associated Administrators of Los Angeles/Teamsters Local 2010 hereby submits its initial proposals in connection with upcoming negotiations for a successor Agreement.

In the event you have any questions regarding the attached proposals, please do not hesitate to contact the undersigned.

Sincerely,

**Maria E. Nichols**  
President

**Associated Administrators of Los Angeles/Teamsters Local 2010**

**CC: Michael McLean, Board Secretariat**  
**Kristen Murphy, Assoc. Superintendent, Talent & Labor Relations**  
**Rob Samples, Director, Office of Labor Relations**  
**Jason Rabinowitz, Secretary/Treasures, Teamsters Local 2010**

**Associated Administrators of Los Angeles/Teamsters Local 2010**  
**Initial Proposals**  
**For 2025 Successor Agreement Negotiations**

**LOS ANGELES UNIFIED SCHOOL DISTRICT**

**Associated Administrators of Los Angeles/Teamsters Local 2010**  
**Initial Proposals for**  
**2025/Unit J Successor Agreement Negotiations**

Updated and current list of the "The Unit" & recognition of AALA-Teamsters Local 2010 affiliation

As referenced in Article I - RECOGNITION

Effect of Agreement

As referenced in Article II - EFFECT OF AGREEMENT

Improved transparency and collaboration

To be referenced in Article III - DISTRICT RIGHTS

Released time and meetings

To be referenced in Article IV - AALA RIGHTS

Refinement of the grievance procedure

As referenced in Article V - GRIEVANCE PROCEDURE

Refinement to work stoppage language

To be referenced in Article VI - WORK STOPPAGE

Clarification of administrators' hours and District provided training

As referenced in Article IX - HOURS OF WORK

Issues regarding evaluation procedures

As referenced in Article X - EVALUATION PROCEDURES

Issues regarding transfers

As referenced in Article XI - TRANSFER PROCEDURES

Issues regarding persistent and continuous subcontracting

As referenced in Article XII - SUBCONTRACTING

Updated contract language regarding personal necessity absence

As referenced in Article XIII - LEAVES OF ABSENCE

Improved compensation package and the longevity increment schedule

As referenced in Article XIV - WAGES AND SALARIES

Refinement of Health and Welfare

As referenced in Article XV - HEALTH AND WELFARE

Issues related to vacation cap scheduling

As referenced in Article XVII - VACATION

Issues related to safety conditions

As reference in Article XVIII - SAFETY CONDITIONS

Improved tuition reimbursement

As referenced in Article XIX - TUITION REIMBURSEMENT

Refinement to Reclassification Procedure

As referenced in Article XX - RECLASSIFICATION PROCEDURE

Refinement of language related to Job Stewards

As referenced in Article XXI - JOB STEWARDS

Term of Agreement

AALA proposes a three-year (3) Agreement effective July 1, 2025 - ARTICLE XXII - TERM OF AGREEMENT

**Associated Administrators of Los Angeles/Teamsters Local 2010 reserves the right to add to, modify, delete or revise the foregoing, and submit additional proposals.**

**ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS LOCAL 2010**