

11/24 AM

November 12, 2025

**UNION PACKAGE PROPOSAL TO SETTLE 2024-2027 NEGOTIATIONS**

**1. TERM OF CONTRACT**

- SEIU Local 99 proposes a 3-year contract based on the date of expiration of the current CBA.
- The contract shall be effective July 1, 2024, through June 30, 2027.

**2. COMPENSATION**

- All bargaining unit members' wages and salary schedules for Units B, C, F and G shall be increased by ~~12~~ 10% (ten percent) effective July 1, 2024\*
- All bargaining unit members' wages and salary schedules for Units B, C, F and G shall be increased by 10% (ten percent) effective July 1, 2025
- All bargaining unit members' wages and salary schedules for Units B, C, F and G shall be increased by 10% (ten percent) effective July 1, 2026

\*Retroactive wage compensation applies to these increases

**For all classifications in unit G:**

- Since there is no scale, the union proposes an additional 5% increase to all unit G bargaining unit members that have been employed by the District for 5 years as of the signing of this agreement.
- Since there is no scale, the union proposes an additional 7% increase to all unit G bargaining unit members that have been employed by the District for 10 years as of the signing of this agreement.

**For all classifications in unit F:**

- Salary steps mirror the current career ladder and create escalating wage steps for Teacher's Assistants as they progress in their studies.

**Bilingual language (Unit B, C, F, G):**

- Accepted Language Differential on 9/11/25 in all Bargaining units within their respective articles and sections. (Ex. Unit B Section 4.2 and 4.3 below.)**

4.2 Eligible full-time employees shall be paid at the rate of \$.2875 \$1.00 per hour if required to speak, read, and write a non-English language, or equivalent to \$.175 \$0.50 per hour if only required to converse in a non-English language.

4.3 Eligible full-time employees who have passed the District sign language test at Level I shall be paid at the rate of \$.2875 \$1.00 per hour if required to converse in sign language. Eligible full-time employees who have passed the District sign language test at Level II shall be paid at the rate of \$.175 \$0.50 per hour if required to converse in sign language.

4.4 Eligible employees shall be paid at the rate of 39.67 per hour when required to speak and translate during IEP meetings.

**Mileage Reimbursement (Unit C, Section 2.4): SEIU Accepted Counter Proposal on 9/11/25 of \$10 and do not accept creation of 75 pound limit.**

- Employees who are required to use their personal vehicles for District business shall be reimbursed at the Internal Revenue Service established standard business rate for such usage for all miles driven in District service.

For automobiles of employees who are assigned to haul large quantities of materials or tools or both in their automobiles or by attached trailers. upon recommendation of the division head, when specifically approved by the Superintendent or his designated representative:

~~Seven (7) Fifteen (15)~~ Ten (10) dollars for each day or part of a day worked, plus the Internal Revenue Service established standard business rate for all miles

"Large quantities of materials or tools or both" shall be construed to mean materials or tools of such excessive weight, bulk, or injurious nature that unusual wear or serious injury to the automobile may occur.

**Tool Allowance- Mechanics:**

- Employees will receive a yearly tool allowance of \$1,500.00.

**Tool Allowance- ITS:**

- ITD workers shall be given a yearly tool (software and hardware) allowance of \$1,000.00

**Uniforms (Unit C, Section 2.2):**

c. Bus Drivers and employees in related classes: All initial basic uniforms and replacement items shall be provided by District-approved vendors (at least one of which shall be located in the San Fernando Valley). No employee will receive a cash reimbursement for such items. The District shall pay the vendors directly. The initial basic uniform shall consist of the following: one (1) jacket, four (4) shirts, four (4) pairs of trousers (female drivers may substitute skirts for any or all of the pairs of trousers), two (2) ties (optional), and one (1) belt; unless precluded by safety concerns, two (2) pairs of shorts may be substituted upon request for two of the four pairs of trousers. Employees shall be issued up to two (2) identification badges each year; additional badges must be purchased by the employee at \$3 each. The first year of employment, all new employees shall receive the initial basic uniform allowance of \$350. In subsequent fiscal years, employees may acquire replacement items not to exceed ~~\$125~~ \$500 per fiscal year for bus drivers, and \$700.00 for safety footwear. Initial basic uniforms and replacement items provided by the District shall be returned to the District upon separation from the service or termination of the assignment. Pursuant to California Code of Regulations Section 571, the District will report as special compensation to CalPERS the monetary value of any District issued uniform voucher provided up to \$175.00. Any uniform article deemed creditable to CalPERS will be subject to both employee and employer contributions. The value amount listed previously is for CalPERS compliance and the actual amount issued can be less than value stated.

d. ~~Materia~~ Management Branch (MMB) employees required to wear uniforms: All initial basic uniforms shall be provided within the first 5 workdays of employment. Safety footwear and replacement items shall be provided by District-approved vendors. No employee will receive a cash reimbursement for such items and there will be no transference of unused funds between vouchers. The District shall pay the vendors directly. The initial basic uniform shall consist of the following: one (1) jacket, six (6) shirts, six (6) pairs of pants, three (3) hats, one (1) raincoat, one (1) vest and one (1) belt; four (4) pairs of shorts may be substituted upon request for four of the

six pairs of pants. Employees shall be issued up to two (2) identification badges each year; additional badges must be purchased by the employee at \$3 each. After the completion of the probationary period, all new employees shall receive the initial basic uniform allowance. In addition to the initial basic uniform allowance, new employees shall receive a \$400 voucher to order a minimum of two pairs of safety footwear. In subsequent fiscal years, employees may acquire replacement items not to exceed \$300 for uniforms and \$400 ~~\$700.00~~ for safety footwear. Initial basic uniforms and replacement items provided by the District shall be returned to the District upon separation from service or termination of the assignment. Pursuant to California Code of Regulations Section 571, the District will report as special compensation to CalPERS the monetary value of any District issued uniform voucher provided up to \$700. Any uniform article deemed creditable to CalPERS will be subject to both employee and employer contributions. The value amount listed previously is for CalPERS compliance and the actual amount issued can be less than value stated.

**Boot allowance/ Safety Footwear:**

- Workers will receive a yearly boot allowance of \$700.00.

**Cash out when at cap and general cash out**

- Unit B, C Article XVI, Section 1.4, and new for Unit F & G- No employee shall be permitted to accrue vacation in an amount greater than that which the employee earns in 18 pay periods (the employee's "vacation cap amount"). Once the employee has accrued vacation in an amount equal to the employee's vacation cap amount, the employee can request a vacation cash out in an amount to a balance below the employee's vacation cap amount. the employee shall cease to accrue vacation until the employee uses vacation in an amount sufficient to reduce the employee's accumulated vacation balance below the employee's vacation cap amount. All appropriate adjustments shall be made annually at the end of each fiscal year so that the employee's earned vacation balance carried forward to the next fiscal year shall not exceed the employee's "vacation cap amount."
- Once a year, workers can request to cash out their vacation hours.

**Permanent Agreements: (Union maintains initial proposal for full-time work and staffing)**

- Special Education Assistants and related classes inclusive of HCA's Assigned Hours be permanent to a base of 7 hours. (Side letter dated March 24, 2023)
- SEIU Select Classifications- A Basis be permanent (Side letter dated March 24, 2023).
- Bus Bidding Procedures Sideletter be permanent (Side letter dated March 24, 2023).
- Light Bus Drivers and Heavy Bus Drivers permanent 8 hours.

**Longevity Increment Schedule (Unit B, C, F, G):**

- Accept striking out 2.0b and 2.1a in Units F CBA reading:
  - ~~2.0b. — "A" Level Bilingual Proficiency, as demonstrated by passing the bilingual proficiency examination administered by the certificated Personnel Division: \$.75 per hour;~~
  - ~~2.1 a. — Only employees on the "Degree Track" as described in Article VIII shall be eligible for the differential described under 2.0(b) above.~~
- Accept striking out to eliminate "the first day of the second Special School month" and add July 1<sup>st</sup>.
- Accepted Longevity Counter on 9/11/25 Increment in all Bargaining units within their respective articles and sections.  
\$ .15625 \$ .31250 per hour after 10 years

\$ .18750 \$ .37500 per hour after 15 years  
\$ .21875 \$ .43750 per hour after 20 years  
\$ .25000 \$ .50000 per hour after 25 years  
\$ .28125 \$ .56250 per hour after 30 years

### **Unit C Truck Drivers**

- Align Class B Truck Drivers (Previously referred to “light drivers”) wages to reflect merge of Medium driver classifications.
- Stipend for Class A Truck Drivers when using license endorsements.

### **Us Too:**

If any other LAUSD bargaining Unit receives a greater wage increase for school years 2024-2027 than the one that SEIU Local 99 bargaining unit members received, then all SEIU Local 99 bargaining unit members shall immediately receive an equal additional increase to their wage rate and the salary schedules shall also increase to reflect said difference.

### **3. TUITION REIMBURSEMENT**

- UNIT B, SEE AGREEMENT TO INITIAL PROPOSAL <sup>3</sup>
- UNIT C, SEE AGREEMENT TO INITIAL PROPOSAL <sup>4</sup>
- UNIT G, SEE AGREEMENT TO INITIAL PROPOSAL <sup>5</sup>

### **4. AI MOU:**

- SEE ATTACHED COUNTER PROPOSAL <sup>6</sup>

### **5. UNIT F TO UNIT B:**

- HOLDING INITIAL PROPOSAL DATED 6.7.24. <sup>7</sup>

### **6. LEAVE OF ABSENCES**

- UNIT B, COUNTER PROPOSAL ACCEPTED ON 11.12.25 <sup>8</sup>
- UNIT C, COUNTER PROPOSAL ACCEPTED ON 11.12.25 <sup>9</sup>
- UNIT G, COUNTER PROPOSAL ACCEPTED ON 11.12.25 <sup>10</sup>

### **7. VACATION ACCRUALS & ATTENDANCE INCENTIVE**

- UNIT B, SEE AGREEMENT TO INITIAL PROPOSAL <sup>11</sup>
- UNIT C, SEE AGREEMENT TO INITIAL PROPOSAL <sup>12</sup>
- UNIT G, SEE AGREEMENT TO INITIAL PROPOSAL <sup>13</sup>

### **8. HOURS**

- HOLDING ON INITIAL PROPOSAL DAILY HOURS DATED 6.7.24 <sup>14</sup>
- HOLDING ON INITIAL PROPOSAL INCREASED BASIS DATED 6.7.24 <sup>15</sup>
- HOLDING ON UNIT B HOURS AND WORK YEAR COUNTER PROPOSAL DATED 10.18.24
- HOLDING ON UNIT C HOURS AND WORK YEAR COUNTER PROPOSAL DATED 10.18.24

### **9. NO SUBCONTRACTING**

- HOLDING ON INITIAL PROPOSAL DATED 10.18.24 <sup>16</sup>

### **10. STAFFING PROPOSAL**

- HOLDING ON INITIAL PROPOSAL DATED 10.18.24 <sup>17</sup>

**11. ED FUND**

- HOLDING ON INITIAL PROPOSAL DATED 11.1.24 \*

**12. BII PROPOSAL**

- HOLDING ON INITIAL PROPOSAL DATED 11.1.24 \*

**13. SLPA PROPOSAL**

- HOLDING ON INITIAL PROPOSAL DATED 5.15.24 \*

**14. HOLIDAYS**

- HOLDING ON COUNTER PROPOSAL DATED 5.8.25 \*

**15. TRANSPORTATION: WEEKEND TRIPS**

- HOLDING ON UNION COUNTER DATED 5.22.25 \*

**16. TRUCK OPERATIONS BIDDING PROCEDURES**

- SEE ATTACHED COUNTER PROPOSAL \*

**17. UNIT B ESY ASSIGNMENTS**

- HOLDING ON UNIONS COUNTER DATED 5.22.25 \*

**18. UNIT G AGREEMENTS**

- NEW ARTICLE -BOARD APPENDIX AGREEMENT DATED 6.27.25 \*
- ARTICLE IX-EVALUATIONS PROCEDURES AGREEMENT DATED 9.11.25 \*
- NEW ARTICLE- SEPARABILITY AND SAVINGS AGREEMENT DATED 9.11.25 \*
- NEW ARTICLE- HOLIDAYS ACCEPTED 9.30.25 \*
- ARTICLE XI-WAGES AND SALARIES, PAY ALLOWANCES, DIFFERENTIALS, AND CERTAIN SALARY PRACTICES ACCEPTED 9.30.25 \*
- NEW ARTICLE- TUITION REIMBURSEMENT DATED 9.30.25 \*
- NEW ARTICLE- VACATION DATED 9.30.25 \*