

2/27/24 10:19 AM

COMPENSATION

A. 2025 - 2026 Salary Increase:

Based on the salary table effective July 1, 2025, all Certificated bargaining unit members shall receive a 7% on-schedule wage increase applied to the base of the salary tables.

2026 - 2027 Salary Increase:

Based on the salary table effective July 1, 2026, all Certificated bargaining unit members shall receive a 7% on-schedule wage increase applied to the base of the salary tables.

2027 - 2028 Salary Increase:

Based on the salary table effective July 1, 2027, all Certificated bargaining unit members shall receive a 7% on-schedule wage increase applied to the base of the salary tables

If any other bargaining unit receives an across-the-board on-schedule base salary increase or a new across-the-board off-schedule bonus greater than that received by AALA Teamsters Unit M members, AALA Teamsters Unit M will receive the same increase or bonus.

- B. Doctoral Differential: Effective July 1, 2025, the doctoral differential will be \$5,000.
- C. Early Education Principals - Effective July 1, 2025, in Pay Scale Group 38G (A) will be moved p 40G (A).
- D. Early Education Directors - Effective July 1, 2025, in Pay Scale Group 40G (A) will be moved p 43G (A).
- E. Beginning July 1, 2025, School Support Administrators, Nursing, who supervise greater than 50 employees, whether in a certain Region or departmental program, shall be provided with an additional centrally District funded School Support Administrator, Nursing, so that the ratio of 1 School Support Administrator, Nursing, does not exceed the supervision of 50 employees. Until Hiring of additional School Support Administrators, Nursing is processed and implemented, a Stipend of \$2,500 each semester shall be paid to the over normed SSA, Nurse.

F. Any bargaining unit member involuntarily transferred to a lower paying position will continue at the same dollar amount. If the salary range of the new position is higher the bargaining unit member will receive the higher range.

ALA/Teamsters 2010 Initial Proposal – 3/5/2025
District Counter – 5/2/2025 10:59 am
Union Counter – 5/2/2025 3:06 pm
District Counter – 11/14/2025
Union Counter – 12/18/2025
District Counter – 1/16/2026
Union Counter – 1/29/2026

ALA/Teamsters - Unit M
ARTICLE X

DUTIES, RESPONSIBILITIES AND HOURS

1.0 – 1.1 – Parties Proposed No Changes

1.2 The District recognizes that the responsibilities of administrators do not lend themselves to a defined workday or work week of rigidly established length. Each administrator is expected to perform the assigned duties as set forth in their class description. ~~Each administrator is expected to devote the time necessary to get the job done.~~ The hours required will vary from day to day and week to week, however, the hours required of the administrator should be reasonable. Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations. Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.

1.3 In recognition of the “professional workday” described above, when the schedule of the administrator involves extended work hours on a given day, flexible work hours on a subsequent day may be taken with the prior approval of the immediate supervisor. Upon request of the administrator, the immediate supervisor must provide the administrator with a time within which to schedule the flexible work hours. ~~Such time shall fall within fifteen (15) working days of the date of the date of the administrator’s request.~~ Any failure by the immediate supervisor to provide such a time within the 15 days shall be grievable by the requesting administrator. Nothing herein shall prevent the requesting administrator and the immediate supervisor from scheduling flexible work hours at any time by mutual agreement. In scheduling the flexible work hours, the requesting administrator and the immediate supervisor shall take the following into consideration:

Agree 5/2/2025

a. ~~The absence of the administrator will not have a negative impact on the operation of the work site;~~ Continued effective operation of the worksite;

Agree 5/2/2025

b. The District/Division/Unit has been notified of the administrator’s flexible hours for the day;

c. An administrative designee has been assigned to handle matters in the administrator’s absence;

ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS

d. The District/Division/Unit has been informed of the identity of the administrative designee;

e. The administrative designee has been directed by the administrator to contact the administrator and/or District/Division/Unit in cases of emergency; and

f. The absence may not exceed one work day except by mutual agreement.

g. Administrators may request up to eight (8) hours of flex time for an annual physical examination.

CCL

h. Use of ~~flex time~~ flexible hours shall not be limited or denied for arbitrary or capricious reasons.

11/14/2025 Agreed

~~If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour-for-hour basis shall be granted within a reasonable period of time.~~

Moved to 1.5 below

1.4 In recognition of the variety of daily student activities offered outside of the instructional day at Comprehensive High Schools, the site administrators at these schools may utilize flexible time to displace their arrival time one day each week. This time shall occur on a regular basis and shall be pre-scheduled collaboratively with immediate supervisors. When exercising use of flexible time under this section, site administrators shall utilize professional judgement in minimizing impact to school operations and responding to student/program needs. This does not preclude taking flex hours at a different time upon mutual agreement with the immediate supervisor or replace the flex hour process.

1.5 If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour-for-hour basis shall be granted within a reasonable period of time.

1.6 The District and AALA/Teamsters shall jointly provide training on an annual basis to District management with respect to the granting and/or scheduling use of flexible ~~time~~ hours.

Agreed 11/14/2025

~~1.4~~ 1.7 The specific duties applicable to each class of certificated administrators shall be determined in accordance with Section 35020 of the Education Code. A class description setting forth the duties assigned to each class shall be published by the Human Resources Division. The duties of the classes shall be reviewed at intervals of not more than four years. The Superintendent shall determine the extent of such review and the Human Resources Division, in conducting each review, shall include participation by employees in the class being reviewed.

ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS

2.0 – Parties Proposed No Changes

3.0 Assignment Authorization for New Certificated Employees:

Administrators, except for the Early Childhood Education Development Division, shall not accept any new certificated employee, including a substitute, without authorization of the Human Resources Division.

Assignment to Early Education Centers must be authorized by the Division of Early Education.

Agreed 5/2/2025

4.0 Administrative Informal Classroom Observations with actionable feedback to teachers shall occur on a regular, ongoing basis. The District and AALA/Teamsters shall form a committee of eight (8) members, four (4) appointed by AALA/Teamsters and four (4) appointed by the District. The committee shall meet no less (3) times to discuss Informal Classroom Observations and actionable feedback and make recommendations to the District and AALA/Teamsters.

In alignment with the School Leadership Framework, administrators shall: Use data to determine school-wide priorities: Use goals to conduct Informal Classroom Observations: Manage time: Prioritize high-leverage activities while leading in situations of ambiguity or complexity.

Agreed 5/2/2025

5.0 Supplemental pay shall be granted in accordance with district policy including current District Policy BUL-101500.1 (Extra Duty Pay for Certificated Administrators Policy) and shall not be unreasonably denied. Disputes regarding supplemental pay, including extra duty pay may be resolved under Article 8, Grievance and Arbitration Procedures, of this Agreement.

6.0 This article shall be subject to reopener bargaining at the request of either party.

AAALA/Teamsters Initial Proposal 11/14/2025
District Counter 12/18/2025
AAALA/Teamsters Counter 1/16/2026 AM
District Counter 1/16/2026 PM
AAALA/Teamsters Counter 1/29/2026 AM

SIDELETTER BETWEEN
LOS ANGELES UNIFIED SCHOOL DISTRICT
AND
ASSOCIATED ADMINISTRATORS OF LOS ANGELES/TEAMSTERS, LOCAL 2010

The purpose of this Sideletter is to memorialize the agreement between the Los Angeles Unified School District (“District”) and Associated Administrators Los Angeles/Teamsters Local 2010 (“AAALA/Teamsters 2010”), regarding [Single Administrator Site Administrators](#):

1. In recognition of the additional tasks and responsibilities associated with being a [single administrator site administrator](#) at schools with **150** or more students and only one full-time administrator (the principal) assigned to the site, the principals at these schools shall receive an annual stipend of \$5,000 in addition to their regular salary. The stipend shall be paid out in \$2,500 payments at the end of each semester.

- 2.

This Sideletter shall remain in effect until [June 30, 2028](#). The parties may amend or extend this sideletter by mutual agreement.

For AALA:

For LAUSD:
