

**SEIU, Local 99**  
**Unit F**  
**MEMORANDUM OF UNDERSTANDING**  
**2024-2027**

This Tentative Agreement is made and entered into this \_\_\_\_ day of February, 2026 by and between the Board of Education of the Los Angeles Unified School District (“District”) and SEIU, Local 99 for employees in Unit F (SEIU).

Pursuant to the parties’ 2021-2024 Agreement, the District and SEIU have met and negotiated in good faith and have completed their negotiations for a successor collective bargaining agreement. This 2024-2027 Agreement is the successor to the parties’ 2021-2024 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’ 2021-2024 Agreement are incorporated as part of the parties’ successor Agreements except (1) as modified by this Memorandum of Understanding, or (2) as required to make appropriate, non-substantive language corrections.

B. **COMPENSATION:**

I. **2024-2025:**

Salary Increase 6%:

Effective July 1, 2024, all SEIU bargaining unit members in Units B, C, F and G shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect June 30, 2024.

Effective January 1, 2025, all SEIU bargaining unit members in Units B, C, F and G shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables December 31, 2024.

II. **2025-2026:**

Salary Increase 4%:

Effective July 1, 2025, all SEIU bargaining unit members in Units B, C, F and G shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect June 30, 2025.

Effective January 1, 2026, all SEIU bargaining unit members in Units B, C, F and G shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect December 31, 2025.

III. **2026-2027:**

Salary Increase 3%:

Effective July 1, 2026, all SEIU bargaining unit members in Units B, C, F and G shall receive a 1.5% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect June 30, 2026.

Effective January 1, 2027, all SEIU bargaining unit members in Units B, C, F and G shall receive a 1.5% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect December 31, 2026.

The District will make every effort to pay all negotiated increases, including retroactive increase and bonuses if applicable as soon as possible following adoption by the Board of Education.

C. **ADDITIONAL AGREEMENTS:**

1. Article XIV – Wages, Salaries and Differentials
2. GAI Task Force Sideletter
3. Unassigned Days Sideletter
4. Work Year Calendar Sideletter
5. Unit F & G Health Benefits Sideletter

D. **NEGOTIATIONS FOR SUCCESSOR AGREEMENT:** In exchange for the closure of this Agreement, the parties agree to a new three-year term, making the successor term July 1, 2024 through June 30, 2027. 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 membership of Unit F and adoption by the LAUSD Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2027, 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 no reopeners.

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

Date of agreement: \_\_\_\_\_

Los Angeles Unified School District

SEIU, Local 99

By: \_\_\_\_\_  
On Behalf of LAUSD

By: \_\_\_\_\_  
On Behalf of SEIU

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

By: \_\_\_\_\_  
Scott Schmerelson, President  
LAUSD Board of Education

**Unit F**  
**ARTICLE XIV**

**WAGES, SALARIES AND DIFFERENTIALS**

**1.0 – 1.1 – No Change**

2.0 Language Differentials: An employee who meets the qualifications set forth below shall receive one of the following differentials. An employee shall be eligible for only one such differential, and it shall be the highest amount for which the employee qualifies pursuant to this Section and Section 2.1.

a. Basic Bilingual Proficiency, as demonstrated by passing the bilingual proficiency examination administered by the Personnel Commission: ~~\$.2875~~ \$1.00 per hour;

~~b. "A" Level Bilingual Proficiency, as demonstrated by passing the bilingual proficiency examination administered by the certificated Personnel Division: \$.75 per hour;~~

c. Level II Sign Language Proficiency, as demonstrated by passing the Level II sign language test administered by the Personnel Commission: ~~\$.175~~ \$.50 per hour.

d. Level I Sign Language Proficiency, as demonstrated by passing the Level I sign language test administered by the Personnel Commission: ~~\$.2875~~ \$1.00 per hour;

2.1 Applicable qualifications for any of the above differentials are as follows:

~~a. Only employees on the "Degree Track" as described in Article VIII shall be eligible for the differential described under 2.0(b) above.~~

~~ba.~~ Required certification from the appropriate ~~Local-District~~ Region Superintendent/Division or Branch Head that in addition to regular duties, the employee is required routinely to speak, interpret and write a specific non-English language, or communicate fluently in sign language. If such certification is withdrawn due to the language skill no longer being required, the differential shall no longer be payable.

~~eb.~~ An approved differential shall become effective on the first day of the pay period following completion of provisions in Sections 2.0 and 2.1, above and shall continue during paid absences, provided, however, an appointing authority may certify that a previously approved differential may continue uninterrupted for

## Article XIV - Wages, Salaries and Differentials

employees who are reassigned, transferred or promoted to another position requiring the same language skills. The effective date shall be communicated in writing to the affected employee as soon as practicable following completion of the certification procedure(s).

### 3.0 – No Change

#### 4.0 Payroll Errors:

4.1 Off-Cycle Pay Warrant: An permanent regular employee who does not receive a scheduled pay warrant or receives an underpayment because of problems involving assignment, time reporting, payroll processing, may request an Off-Cycle Pay Warrant for hours reported and approved by the employee's work location. The request will be processed and a warrant will be mailed ~~made available for pick-up~~ within three (3) work days unless the employee has requested ~~requests~~ that the warrant is made available for pick up. ~~be mailed.~~ ~~In circumstances where the employee received no warrant at all or a substantial underpayment of at least 50% of their normal net pay, the employee may request that an Off-Cycle Pay Warrant be made available for pick-up within one (1) work day unless employee requests that the warrant be mailed.~~

#### 4.1a – c – 5.0 – No Change

**Memorandum of Understanding  
Los Angeles Unified School District and SEIU, LOCAL 99  
Generative Artificial Intelligence (GAI) Task Force**

This Memorandum of Understanding (MOU) is to memorialize an agreement between the Los Angeles Unified School District and SEIU, Local 99 regarding generative artificial intelligence (GAI).

1. The District and SEIU acknowledge that advancements in technology including the use of generative artificial intelligence (GAI) within the educational environment is a fast-growing initiative designed to support student achievement and improve equity and access for student learners. The District shall establish a collaborative task force to provide input regarding the use of generative AI within the instructional setting.
2. SEIU will serve as a stakeholder group on this task force with up to four (4) representatives appointed by SEIU. The taskforce will meet at least once [quarterly](#) for the term of this Agreement.
3. The task force shall be charged with making recommendations to the District's Superintendent or designee regarding [the use of GAI within the instructional setting](#).
4. All recommendations by the task force shall be reached by clear and substantial consensus prior to the recommendation's submission to the District's Superintendent or designee for approval.
5. If the District seeks to use a generative AI application with reasonably foreseeable impacts on SEIU's bargaining unit members terms and conditions of employment, if any, the district will provide notice to SEIU for the purposes of affording an opportunity to demand to meet and confer in alignment with the District's appropriate obligations under EERA.

This MOU is non-precedent setting and will remain in effect for the duration of the parties' 2024-2027 LAUSD/SEIU Collective Bargaining Agreement.

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SEIU

\_\_\_\_\_  
Date

\_\_\_\_\_  
LAUSD

\_\_\_\_\_  
Date

District Proposal 4/29/2025  
Union Counter 5/8/2025  
District Counter 10/22/2025  
District Counter 12/1/2025

**MEMORANDUM OF UNDERSTANDING**  
**Los Angeles Unified School District – SEIU, Local 99**

This Memorandum of Understanding (MOU) is to memorialize an agreement between Los Angeles Unified School District (“District”) and SEIU, Local 99 (“SEIU”) regarding unassigned days that occur during the C basis work year calendar.

The District recognizes that C basis employees have a work year that is inclusive of unassigned days that do not require services to students. In an effort to minimize the impact of the unassigned days that occur during the C basis work year calendar, the District and SEIU agree to the following:

1. To the extent operationally and economically feasible, the District will provide opportunities for C Basis employees to work additional hours on unassigned days as part of the Winter Recess Academy (up to 5 days) during the 2025-2026, 2026-2027, and 2027-2028 school years.
2. The District will offer C basis employees three (3) days of optional training on unassigned days during the 2026-2027 and 2027-2028 school years. The training will be the same as the employee’s regularly scheduled work hours and paid at the employee’s regular hourly rate.
3. C Basis employees may request to cash out up to four (4) days of vacation on unassigned days per year during the 2025-2026, 2026-2027, and 2027-2028 school years.

This non precedent setting agreement shall be in effect July 1, 2025 through June 30, 2028, and may be extended by mutual agreement.

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SEIU 99

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DATE

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LAUSD

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**Los Angeles Unified School District – Service Employees International Union**  
**MEMORANDUM OF UNDERSTANDING**  
**Revised March 14, 2025**

Regarding the Impact of the Instructional Calendar on the Work Year Calendar, Los Angeles Unified School District and Service Employees International Union – Local 99 (SEIU 99) agree to the following terms, summarized below and detailed in Attachment A:

**Required Work Year Calendar (Attachment A)**

**Pending Board approval, the District will implement three instructional calendars. For the 2025-2026, 2026-2027 and 2027-2028 school years, the required work year calendars will be as follows:**

**2025-2026**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2025-2026 school year
- Maintain a 3-week (15 days) winter break for the 2025-2026 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 5-9, 2026.

**2026-2027**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2026-2027 school year
- Maintain a 3-week (15 days) winter break for the 2026-2027 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 4-8, 2027.

**2027-2028**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2027-2028 school year
- Maintain a 3-week (15 days) winter break for the 2027-2028 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 3-7, 2028.

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SEIU 99

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LAUSD

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## ATTACHMENT A

1. The 2025-2026 required work year for bargaining unit members represented by SEIU 99 shall be as follows:
  - a. For the 2025-2026 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Wednesday, August 13, 2025 (Pupil Free Day)
    - ii. Employee End Date: Thursday, June 11, 2026 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 12, 2025 and Friday, June 12, 2026.
  - c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2025-2026 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 22, 2025 through Friday, January 9, 2026.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 5, 2026 through Friday, January 9, 2026. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 27, 2026 shall be a paid day in honor of Cesar E. Chavez.
2. The 2026-2027 required work year for bargaining unit members represented by SEIU 99 shall be as follows:
  - a. For the 2026-2027 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Tuesday, August 11, 2026 (Pupil Free Day)
    - ii. Employee End Date: Monday, June 7, 2027 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Monday, August 10, 2026 and Tuesday, June 8, 2027.
  - c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2026-2027 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 21, 2026 through Friday, January 8, 2027.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 4, 2027 through Friday, January 8, 2027. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 31, 2027 shall be a paid day in honor of Cesar E. Chavez.
3. The 2027-2028 required work year for bargaining unit members represented by SEIU 99 shall be as follows:
  - a. For the 2027-2028 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Wednesday, August 11, 2027 (Pupil Free Day)
    - ii. Employee End Date: Thursday, June 8, 2028 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 10, 2027 and Friday, June 9, 2028.

- c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2027-2028 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 20, 2027 through Friday, January 7, 2028.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 3, 2028 through Friday, January 7, 2028. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 31, 2028 shall be a paid day in honor of Cesar E. Chavez.
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- 4. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Thanksgiving.
  - 5. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Spring Break.
  - 6. SEIU members on B, C, and E basis may cash out up to four (4) vacation days during each of the 2025-2026, 2026-2027, and 2027-2028 school years, in accordance with procedures and timelines established by the District, which are subject to impact and effects bargaining.
  - 7. Prior to submitting a proposed instructional calendar for the 2028-2029 school year to the Board for approval, LAUSD shall bargain with SEIU 99 over their required work year calendar.
  - 8. The Parties agree to continue negotiations regarding unassigned days and work hours for SEIU 99 members during the current negotiations of the 2024-2027 successor contract.

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**SIDELETTER BETWEEN LAUSD & SEIU, LOCAL 99  
FOR HEALTH BENEFITS ELIGIBILITY FOR UNIT F AND UNIT G  
EMPLOYEES ASSIGNED A TOTAL OF 6 HOURS**

The purpose of this Sideletter is to memorialize the Agreement between the Los Angeles Unified School District ("District") and SEIU, Local 99 ("SEIU"), regarding the eligibility for health benefits for employees in Unit F and Unit G.

The District recognizes some employees in Unit F and Unit G assigned to two different positions continue to be ineligible for enrollment in health benefits despite working more than 4 hours a day in total. In an effort to provide equity to employees working similar hours as benefit eligible employees, the District and SEIU agree to the following:

Unit F employees assigned to work a regular schedule of 6 hours per day in two or more Unit F positions and Unit G employees assigned to work a regular schedule of 6 hours per day in any combination of SEIU bargaining unit classifications in a status other than substitute, temporary, extra, exchange, or relief, shall be eligible to enroll in:

- a. Kaiser Permanente HMO Plan
- b. Western Dental DHMO Plan
- c. VSP Vision Plan

Should one or more of the plans identified above become unavailable, the employee shall be eligible for enrollment in an alternate plan(s) selected by the District.

If a Unit F or Unit G employee who qualifies for health benefits as indicated above, agrees to waive all coverage from the District and accepts medical coverage solely under an equivalent plan(s), the District shall pay \$1500 to the employee for each coverage year waived. In order to remain eligible, the employee must be in paid status within the assignment basis each month.

This non-precedent-setting agreement shall be in effect from July 1, 2026 through June 30, 2028 and may be renewed by mutual agreement of the parties.

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Los Angeles Unified School District

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SEIU Local 99