

TD @ 2/27/26  
2/29/26

AALA/Teamsters Unit M Initial Proposal 3/5/2025 District Counter 5/2/2025 AALA/Teamsters Counter 9/5/2025 District Counter 9/26/2025 AM AALA/Teamsters Counter 9/26/2025 PM District Counter 10/8/2025 AALA/Teamsters Counter 10/24/2025	District Counter 11/14/2025 AALA/Teamsters Counter 11/21/2025 District Counter 12/18/2025 AALA/Teamsters Counter 1/16/2026 AM District Counter 1/16/2026 PM AALA/Teamsters Counter 1/29/2026 AM District Counter 1/29/2026 PM
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**1.0 – 3.0 – Parties Proposed No Changes**

4.0 Released Time for Negotiations: Up to eight negotiating team employee representatives designated by AALA/Teamsters shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District.

**CCL**

4.1 Collective Bargaining Agreement (CBA) Negotiations Preparation Release Time: Beginning with negotiations for the 2028-31 Successor CBA, the District shall provide the bargaining team of up to eight (8) members four (4) work days of paid release time to prepare for negotiations during each 3 year successor CBA cycle. The costs associated with requests for additional preparation release time (beyond 4 work days) shall be borne by AALA/Teamsters.

5.0 Organizational Leave: The President of AALA/Teamsters shall, upon request of both AALA/Teamsters and the employee, be placed on leave of absence for a period of one semester or more. Any pay for such leave shall be the responsibility of AALA/Teamsters.

5.1 AALA/Teamsters Union Business Release: Where attendance at Union events by AALA Teamsters elected officers is required, organizational leave time to attend such events may be taken, subject to providing no less than seventy-two hours (72 hours) advance notice of the name(s) of the officer(s) and the duration of their organizational leave. For extended organizational leave of more than two (2) days, two-weeks advance notice of the name(s) of the officer(s) and the duration of their organizational leave shall be provided. The Union will reimburse the District for the cost of the officer's salary and benefits while on organizational leave, and no expenses of attending the Union event shall be borne by the District.

**Agreed 9/5/2025**

**6.0 – Parties Proposed No Changes**

7.0 AALA/Teamsters Meetings: AALA/Teamsters may convene meetings as provided herein. Such meetings are to be separate from District-scheduled meetings, voluntary, and on non-duty time. AALA/Teamsters-convened meetings are to be completed before the usual hours of service of the participants, during the

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participants' duty-free lunch period, or after the usual hours of service of the participants. Also, if employees are present for a District-convened meeting, and if during such meeting there is a normal designated break time, AALA/Teamsters may convene a voluntary meeting during a reasonable portion of the break. AALA/Teamsters-convened meetings are not to cause non-duty periods during the business day to be extended beyond normal time.

7.1 Regional Meetings of Administrators: AALA/Teamsters shall have the right to make brief, appropriate announcements within the first 15 minutes or at the start of the last 15 minutes of Regional monthly meetings of Principals, Assistant Principals and APEIS, and central monthly meetings of Regional Directors.

**Agreed 11/21/2025**

8.0 On a monthly basis, the District shall provide AALA/Teamsters with an electronic file of all employees in the bargaining unit. The file will include the following information:

- Name
- Employee Number
- Position Title Description/Code
- Department
- Region
- Cost Center (Work) Location Description/Code
- Work Location Address
- Office/Room Number (as available)
- Salary rate
- Pay Scale Group
- Base Wage Type
- Pay Scale Level
- Work Telephone Number
- Home Telephone Number (as available)
- Cellular Telephone Number (as available)
- Work Email Address
- Personal Email Address (as available)
- Home Address
- Hire Date (date employee hired by district in any capacity)
- "4000 Date" (date employee became a certificated administrator)
- Separation date and reason
- Leave of absence date

**Agreed 11/21/2025**

9.0 Access to New Bargaining Unit Members: AALA/Teamsters shall be permitted to meet with new bargaining unit employees for thirty (30) minutes on paid time, at New Employee Orientation sessions, if conducted by the District, for the purpose of sharing information with new employees. This may include no more than one session of any New Principal/Assistant Principal Academy series. Alternatively, AALA/Teamsters

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may elect to be provided thirty (30) minutes of access during a new bargaining unit employee's paid workday to conduct an orientation session at a time mutually agreeable to the Union and the appropriate supervisor/Director. The Union must exercise this right and the District shall provide such access in the first thirty (30) working days of a new bargaining unit employee's assignment, unless otherwise mutually agreed to in writing by the Union and the appropriate supervisor/Director.

**Agreed 9/26/2025**