

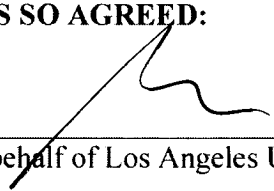
**2021 HEALTH BENEFITS BARGAINING AGREEMENT  
BETWEEN THE  
LOS ANGELES UNIFIED SCHOOL DISTRICT AND THE UNIONS/ASSOCIATIONS  
REPRESENTING DISTRICT EMPLOYEES  
January 2021**

The Los Angeles Unified School District (LAUSD) and the Unions/Associations representing District employees agree to extend all current terms and conditions listed in the 2018-2020 Health Bargaining Agreement for the period of one year with the exception of Section II. 7 which shall be amended to state:

Unspent Reserve Funds: Any unspent funds in the health fund (after all of the prior year's costs have been covered) shall remain as an ending balance in the fund and carried over as a beginning balance to the next calendar year, except that any funds in excess of \$100,000,000 ~~as of December 31, 2020~~ in the current year shall be returned to the District's General Fund or as a credit to the District's contribution amount for ~~2021~~ the following year. Such Plan funds are referred to herein as the "reserve fund," the "reserve account," the "carryover balance(s)," or the "beginning balance(s)." Such a balance is one-time money, (meaning that reserves that are spent are not replenished as part of the annual budget) that shall only be used to offset increases in benefits costs if, needed. Conversely, if actual costs for any given year exceed the District's defined total aggregate contribution and the reserve fund and the District is required to contribute more funds than its defined total aggregate contribution, such additional funds shall be deducted from the District's contribution obligation for the following year.

This agreement shall expire on December 31, 2021. The parties agree to begin bargaining for a successor healthcare agreement upon request by either party after March 15, 2021.

**IT IS SO AGREED:**

  
\_\_\_\_\_  
On behalf of Los Angeles Unified School District

\_\_\_\_\_  
Date

**Jeff Good**

\_\_\_\_\_  
On behalf of United Teachers Los Angeles

**01/13/21**

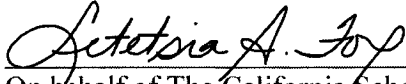
\_\_\_\_\_  
Date

**Juan A. Flecha**

On behalf of Associated Administrators of Los Angeles

**01/07/2021**

Date



On behalf of The California School Employees Association  
and its Los Angeles Chapter #500

**01/07/2021**

Date

**Alexander C. Moore**

On behalf of The California School Employees Association  
and its Los Angeles Chapter #500

**01-13-2021**

Date

**Chris Hannan**

On behalf of LA/Orange Counties Building  
and Construction Trades Council

**01-13-2021**

Date

**Gil Gamez**

On behalf of Los Angeles School Police Association

**1-13-21**

Date

**Robert Taylor**

On behalf of Los Angeles School Police  
Management Association

**1-14-2021**

Date

**Max Arias**

On behalf of SEIU, Local 99

**1-14-2021**

Date

**R.E. Middleton**

On behalf of Teamsters, Local 572

**1-13-2021**

Date

Adopted and approved by the Board of Education on:

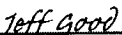
Date

By: \_\_\_\_\_

LAUSD Board President

Signature:   
Juan A. Flecha (Jan 7, 2021 17:14 PST)

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