

LOS ANGELES UNIFIED SCHOOL DISTRICT
AND
LOS ANGELES/ORANGE COUNTIES BUILDING AND CONSTRUCTION TRADES COUNCIL
MEMORANDUM OF UNDERSTANDING
2025-2027

MS mg/14/26
S(14)26
A.C 5/14/26

This Tentative Agreement is made and entered into this 14 day of May 2026 by and between the Board of Education of the Los Angeles Unified School District ("District") and the Los Angeles/Orange Counties Building and Construction Trades Council ("Council") for employees in Unit E.

Pursuant to the Parties' 2022-2025 Collective Bargaining Agreement, the District and Council have met and negotiated in good faith and have completed their negotiations for this 2025-2027 Agreement. This 2025-2027 Agreement is the successor to the Parties' 2022-2025 Agreement and is the final resolution to all matters associated with that Agreement. The parties agree as follows:

A. INCORPORATION OF PREVIOUS TERMS:

All articles and provisions of the parties' 2022-2025 Agreement, together with previous amendments, supplements, Memorandum of Understanding (MOU) and Side Letters are to be combined with the terms of this Agreement to form the 2025-2027 Agreement. The Parties will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.

B. COMPENSATION

2025-2026 Salary Increase: 4%

- Effective July 1, 2025, all Unit E bargaining unit members 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 Unit E bargaining unit members 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.

2026-2027 Salary Increase: 7.65%

- Effective July 1, 2026, all Unit E bargaining unit members shall receive a 4% 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 Unit E bargaining unit members shall receive a 3.65% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect December 31, 2026.

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

D. ADDITIONAL AGREEMENTS:

1. ARTICLE I RECOGNITION
2. ARTICLE IV COUNCIL RIGHTS
3. ARTICLE V GRIEVANCE PROCEDURES
4. ARTICLE IX HOURS AND OVERTIME
5. ARTICLE X EVALUATION PROCEDURES

- 6. ARTICLE XI TRANSFER PROCEDURES
- 7. ARTICLE XII LEAVES OF ABSENCE
- 8. ARTICLE XVI VACATION
- 9. ARTICLE XVII SAFETY CONDITIONS
- 10. ARTICLE XVIII TOOL REPLACEMENT
- 11. ARTICLE XIX REIMBURSEMENT FOR MILEAGE EXPENSES
- 12. ARTICLE XX TUITION AND REIMBURSEMENT
- 13. ARTICLE XXII TERM OF AGREEMENT
- 14. APPENDIX A WAGES AND SALARIES
- 15. Memorandum of Understanding LAUSD-Trades Joint Labor Management Committee
- 16. Memorandum of Understanding LAUSD-Trades District Vehicle Use Committee
- 17. Memorandum of Understanding LAUSD-Trades Apprentice Task Force
- 18. Side Letter LAUSD-Trades Apprentice Classification Wages

E. TERM OF AGREEMENT: This Agreement shall become effective upon adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2027, and thereafter extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice. This Agreement is the final resolution to the Parties' 2025-2027 Agreement.

F. NEGOTIATIONS FOR SUCCESSOR AGREEMENT: Negotiations for the successor agreement to this Agreement shall commence at the request of either party any time after January 1, 2027.

This Agreement is subject to ratification by the Council membership and to final adoption by the LAUSD Board of Education.

Date of Agreement: 5/14/26

Los Angeles Unified School District

Los Angeles/Orange Counties Building and
Construction Trades Council

By: 

By: 

Adopted and approved by the LAUSD Board of Education on _____, 2026.

By: _____

Scott Schmerelson, President
LAUSD Board of Education

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 7-29-2025
District Counter 8-27-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

3-31-24
(KLM)

Eddy 3/31/26
Henry Jancovich 3/31/26

ARTICLE I
RECOGNITION

1.0-3.0 Current Contract Language [CCL]

4.0 The LAUSD Personnel Commission Rules provide procedures to support the efficiency of the classified service via the selection and retention of employees upon a basis of merit. The District shall publish these rules on its publicly available webpage which employees may access at their convenience.

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 9-24-2025
District Counter 10-7-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

Henry Jangyub 3/31/26
Ed A. 3/31/26
(KLN)

ARTICLE IV COUNCIL RIGHTS

1.0 Access: Any authorized Council representative shall have the right of reasonable access to District facilities for the purpose of contacting employees and transacting matters. Upon arriving at a work site, the representative shall first report to the office of the site administrator and state the intended purpose and expected length of visit. The representative shall not interrupt any employee's duties or assignments.

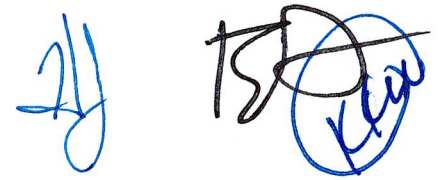
1.1 If an authorized Council representative wishes to observe the working and/or safety conditions at a particular site, he/she they shall make prior arrangements to do so through the appropriate Maintenance and Operations office and/or the Office of Labor Relations.

3.0 Released Time for Negotiations: No more than ten (10) negotiating team employee representatives designated by the Council shall be released from duty with no loss of pay for the purpose of attending negotiation meetings with the District pursuant to this Agreement, provided, however, that there shall be no more than seven (7) such employees designated from the Maintenance & Operations Branch crafts. The Council and the District may agree that additional employees shall receive such released time.

3.1 Collective Bargaining Agreement (CBA) Negotiations Preparation Release Time: No more than seven (7) negotiating team employee representatives designated by the Council shall be released from duty for up to four (4) assigned workdays with no loss of pay for the purpose of preparing for negotiations during each three (3) year successor CBA cycle. The costs associated with requests for additional preparation release time beyond four (4) workdays shall be borne by the Council.

4.0 Consultation: District management will meet with the Council and/or its appropriate credentialed representative for the sole purpose of consultation prior to the District making any significant changes in the assigned duties traditionally performed by the various crafts. Changes or revisions in class descriptions will be accomplished in accordance with Personnel Commission rules and procedures. The District shall also meet with the Council to consult prior to modifying any Board action which would remove Federal Social Security coverage for Unit members. Prior to implementing any decision to layoff Unit members as a result of the District subcontracting to third parties or agencies the functions historically performed by Unit members, the District shall first notify and upon request consult with the Council regarding the effects of such decision on Unit members represented by the Council.

4.1 Formal Notice: Formal notices relating to matters within the scope of representation will be made in writing and/or by email to an authorized council representative. Upon the Council's request, a paper copy of the notice will also be provided in person by hand to an authorized council representative at the District Office.



5.0-12.0 Current Contract Language [CCL]

13.0 New Employee Orientation: Implementation of AB 119: Unit E (Trades Council) and the Los Angeles Unified School District agree to the following terms as the result of bargaining over implementation of AB 119:

a. Information Regarding New Hires: Upon request, on a monthly basis, the District shall provide the Council Unit E with contact information of new hires. This information will include: employee name, employee number, classification, and work location.

- Name
- Employee Number
- Classification
- Department
- Work Location
- Work Location Address
- Work Telephone Number (as available)
- Home Telephone Number (as available)
- Cellular Telephone Number (as available)
- Work Email Address (as available)
- Personal Email Address (as available)
- Home Address

The District shall provide Unit E with information enumerated in Section 13.0(a) above for all Unit E employees no less than every 120 days.

b. “Newly hired employee” or “new hire” means any employee, whether permanent, full time, part time, hired by the District, whose information has not previously been provided to the Council.

c. Access to New Bargaining Unit Members: The District shall provide Unit E access to new employees as outlined below:

i. New Employee Orientation: When the District conducts a formal New Employee Orientation with classifications represented by Unit E, Unit E shall receive not less than ten (10) working days’ notice in advance of the orientation and shall be provided with a location in close proximity to New Employee Orientation where it can speak to members prior to the beginning of New Employee Orientation, during breaks, and after New Employee Orientation. Granting this right shall not interfere with the employee being on time to New Employee Orientation.

ii. Maintenance and Operations Onboarding: During the first month of a new employee’s assignment, at an onboarding session designated by the Maintenance and Operations Division, the District will provide a Unit E Business Representative with thirty (30) minutes of access, during the employee’s paid time. The District will provide the Union with a ten (10) day notice prior to onboarding. This notice shall include date, time, employee’s name, classification, assigned location, and point of contact at the M&O area. Alternatively, the Trades Council may elect to be provided thirty 30 minutes of access during a new

employee's paid work day to conduct an orientation session at a time mutually agreeable to the Trades Council and the site, operational unit, or work group supervisor/Area Facilities Services Director. The Trades Council must exercise this right in the first 130 working days of a new employee's assignment, unless otherwise mutually agreed to in writing by the Trades Council and the site, operational unit, or work group supervisor/Area Facilities Services Director.

iii. Information Technology Services Onboarding: During the first month of a new employee's assignment, at an onboarding session designated by the Information Technology Division, the District will provide a Unit E Business Representative with thirty (30) minutes of access, during the employee's paid time. The District will provide the Union with a ten (10) day notice prior to onboarding. This notice shall include date, time, employee's name, classification, assigned location, and point of contact at the ITS area. Alternatively, the Trades Council may elect to be provided thirty 30 minutes of access during a new employee's paid work day to conduct an orientation session at a time mutually agreeable to the Trades Council and the site, operational unit, or work group supervisor/Area Director. The Trades Council must exercise this right in the first 130 working days of a new employee's assignment, unless otherwise mutually agreed to in writing by the Trades Council and the site, operational unit, or work group supervisor/ Director.

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

YCLM
3-31-26

Erin M 3/31/26
Henry Jamesworth 3/31/26

ARTICLE V
GRIEVANCE PROCEDURE

1.0-12.0 Current Contract Language [CCL]

13.0 Board of Review: The Board of Review shall be composed of a chairman and two members. The Council and the District shall each appoint one member, who shall be an employee or an administrator of the District, to serve on the Board of Review, provided, however, that no employee may be selected by any grievant to serve on a Board of Review more than twice in any calendar year.

Within five (5) days from the date the request for a Board of Review is received by the Office of Labor Relations, a meeting shall be arranged with the parties to the grievance, or their representatives, for the selection of the chairman of the Board of Review. The chairman may be jointly agreed upon by the parties or shall be selected from the following list of persons by alternately striking names until one remains.

Sarah Adler
Chris Cameron
Bonnie Castrey
Thomas Christopher
Joseph Gentile
Fred Horowitz
Sheri E. Ross
Irene Ayala

John Kagel
Guy Prihar
Michael Prihar
Robert Steinberg
Jan Stiglitz
Paul Roose
Yuval Miller

The party who strikes the first name shall be determined by lot. If the chairman indicates that he/she will not be available for hearing within a reasonable time, not to exceed sixty (60) days, the parties shall proceed to select another chairman as indicated above. The District and the Council shall each pay one-half of the fees of the chairman of the Board of Review. Each party shall bear the expense of the presentation of its own case. All decisions and rulings shall be made by majority decision of the Board of Review.

13.1-19.0 [CCL]

Union Opening Proposal 5-20-2025
Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 7-29-2025
District Counter 8-27-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-31-2026
Parties TA 3-31-2026
Revised District Counter 5-11-2026

Early May 14 2026
TA
S 14/26
May 14 2026

ARTICLE IX
HOURS AND OVERTIME

1.0-6.0 Current Contract Language [CCL]

~~7.0 Unit E employees shall not be required to use their personal phones for work functions during work time except for emergency circumstances.~~

~~8.0 Where Unit E employees are required to both sign in/out on a District site visitor log and check in/out electronically (e.g., via QR code), employees shall complete both processes at the start and end of their work shift.~~

~~If the site office where the visitor log is maintained is not open at the employee's start time, the employee shall utilize Workforce Manager to sign in, and locate the plant manager on site to obtain access to the office to complete signing in on the visitor log and scanning the QR code. Check in to the site office/on the visitor log shall take place within fifteen (15) minutes of arriving at the District site.~~

~~If, after a good faith effort, an employee is unable to complete the electronic check in/out using Workforce Management and/or the QR code due to device or connectivity issues the employee shall notify their supervisor using a District phone or device available at the site.~~

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 7-29-2025
District Counter 8-27-2025
Revised District Counter 8-27-2025

ARTICLE X

EVALUATION PROCEDURES

8/27/25 IA
Edd A. [Signature]
Henry [Signature] 8/27/25

1.0 Schedule: Employees shall be evaluated in accordance with the following schedule:

- a. Probationary employees shall be given performance evaluations at least once during their probationary period.
- b. Permanent employees shall be given a performance evaluation at least once every year.

2.0 Procedure to be Followed: Performance evaluation reports shall be made on forms prescribed by the District or may be done by separate memorandum.

a. Evaluations shall be based on observations or knowledges and in accord with the facts and not upon unsubstantiated or undocumented charges or rumors. In addition, no evaluation shall be based upon derogatory materials in the employee's personnel file unless the employee has previously been given sufficient prior notice of same, an opportunity to review and comment upon it, and had such comments attached to the materials.

b. The evaluator shall be at a supervisory level or higher. The evaluator, who normally will be the employee's immediate supervisor, shall discuss the written performance evaluation report with the employee. Both the evaluator and the employee will sign the evaluation. The signature of the employee means only that the employee has received a copy of the evaluation. The employee may attach any written comments to the evaluation at his/her option at the time of the conference or at a later date. Copies of the evaluation together with any attachments will then be distributed as follows: One (1) copy to the employee; one (1) copy to the personnel file; and one (1) copy to the evaluator.

c. If any category on the performance report is rated lower than "meets standards," the following will be included in the evaluation:

- 1. statement of the problem or concern;
- 2. the desired improvement;

8/27/25
8/27/25
Henry Jangend 8/27/25

Article X - Evaluation Procedures

- 3. suggestions as to how to improve; and
- 4. provisions for assisting the employee.

3.0 Appeal: If a permanent employee disagrees with the evaluation, the employee shall have the right to appeal the evaluation in writing to the appropriate division head or designated representative within ten (10) working days of receipt of the evaluation. (The designated representative shall not be the individual who issued the performance evaluation or Notice of Unsatisfactory Service or Act). The decision of the reviewer will be attached to the evaluation and shall be final and will be made within ten (10) working days after hearing the appeal. The employee may be represented in this appeal by the Council if the employee so desires.

3.1 No grievance arising under this Article shall challenge the substantive objectives, standards, or criteria determined by the evaluator or the District, nor shall it contest the judgment of the evaluator. Grievances concerning evaluations shall be limited to a claim that the procedures of this Article have not been followed.

4.0 Notice of Unsatisfactory Service or Act: An employee given a Notice of Unsatisfactory Service or Act that does not recommend disciplinary action shall have the same appeal rights as outlined in Section 3.0, above. A formal grievance concerning such a Notice of Unsatisfactory Service or Act filed under Article V (Grievance Procedure) shall be limited to a claim that the procedures in Paragraphs a. and b. of Section 2.0, above, have not been followed.

5.0 Prior to taking disciplinary action (suspension, demotion, or dismissal) against an employee, the responsible administrator shall advise the employee that disciplinary action may be taken and schedule a meeting to discuss the matter. Upon request [CCL], the employee shall be entitled to be accompanied at this meeting by a Council representative. Nonavailability of the employee or the Council representative for more than a reasonable time shall not delay appropriate action, if any. This right shall not extend to routine conferences or any other meetings or to any conferences conducted under the Evaluation Procedures of this Article. Claimed violations of this Section shall be presented through appropriate disciplinary appeals.

6.0 Employees required to attend meetings scheduled by the District pursuant to this Article shall do so with no loss of pay and shall be paid appropriate mileage.

7.0 If an employee reasonably believes an interview meeting with a supervisor could lead to discipline, they may invoke their Weingarten Rights to union representation in the meeting. [Parties TA]

8.0 At a reasonable time not to exceed two (2) business days before a

Article X - Evaluation Procedures

Ed M 8/27/21

pre-disciplinary meeting unless there is an impeachment reason for not providing it before the pre-disciplinary meeting, the District will provide the employee written documents that support the issues to be discussed at the meeting.

a. If, following the pre-disciplinary meeting, additional written materials are obtained by the District that support the issues discussed at the pre-disciplinary meeting, the District will provide these written materials to the employee within a reasonable time after they are obtained.

b. By one calendar week prior to the Skelly meeting, the District will make available to Union, written materials upon which the charges are based.
[Parties TA]

Henry J. J. 8/27/21

TA @ 8/27/25
~~TA~~ 8/27/25
Henry James 8/27/25

ARTICLE XI
TRANSFER PROCEDURES

1.0-3.0 **Parties agree: no change/Current Contract Language [CCL]**

4.0 Change of Location: An employee who is notified of a change in his/her work location which is not intended to exceed one-hundred (100) total work days annually shall receive **five (5)** ~~three (3)~~ working days notification.

4.1 The Council's designated steward who is notified of a change of his/her work location which shall not exceed one-hundred (100) total work days annually shall receive three (3) working days notification and upon request within **five (5)** ~~three (3)~~ working days of such notification, be entitled to a consultation with the appropriate administrator. The purpose of the consultation shall be to discuss the reason(s) for change of work location and to provide an opportunity for the administrator to hear and consider the employee's views on the matter. The employee may be represented by the Council or local union in this consultation.

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 9-24-2025
District Counter 10-7-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

KKM
9/31/26

EDM 5/31/26
Henry J. ... 3/31/26

**ARTICLE XII
LEAVES OF ABSENCE**

1.0-7.0 Current Contract Language [CCL]

8.0 Bereavement Leave (Paid): An employee is entitled to a paid leave of absence from the District, not to exceed three (3) days, on account of the death of a member of the an employee's immediate family qualified family member as defined below, and if requested provided acceptable proof of death and relationship within 30 days from the first day of bereavement leave. is provided, if requested, and the leave or absence commences within ten (10) calendar days of notification of the death. Bereavement leave may be taken consecutively or intermittently so long as the absence commences and is completed within three months from the qualifying family members' death. If more than one such death occurs simultaneously, the leave may be taken consecutively. If out-of-State travel or more than two-hundred (200) miles one- way travel is required and requested by an employee, an additional two (2) days shall be granted. Alternatively, an employee traveling in-state less than two-hundred (200) miles one-way may elect to take an additional two (2) days of bereavement, and use personal necessity, vacation, or take the bereavement leave as unpaid. The immediate family is defined as the parent, grandparent, or grandchild of the employee or of the employee's spouse, and the spouse, child, brother, sister, daughter-in-law, or son-in-law of the employee, or any relative living in the immediate household of the employee. A permanent employee may interrupt or terminate vacation to take bereavement leave. For purposes of this Section, immediate family as defined above, shall also include step and foster relationships.

The qualified family member is defined as the following relatives of the employee:

- a. Spouse or cohabitant who is the equivalent of a spouse, or domestic partner (per California Family Code 297.5);
- b. Parent (includes of spouse, of cohabitant who is the equivalent of a spouse);
- c. Grandparent (includes of spouse, of cohabitant who is the equivalent of a spouse);
- d. Child (includes son/daughter-in-law, step and foster child);
- e. Grandchild (includes of spouse, of cohabitant who is the equivalent of a spouse);
- f. Brother;
- g. Sister;
- h. Any relative living in the immediate household of the employee; and
- i. Designated person (District employees are limited to one designated person per 12-month period. The employee may identify the designated person when the employee requests a leave for family care, medical, bereavement, and/or kin care)

9.0-12.3 Current Contract Language [CCL]

13.0 Personal Necessity Leave (Paid): An employee shall, subject to the limits set forth below, be granted a paid personal necessity leave when the gravity of the situations described below require the personal attention of the employee during assigned hours of service: ...

2/2
KCO
13/1

- f. Other significant event of a compelling nature to the employee, the gravity of which is comparable to the above, which demands the personal attention of the employee during assigned hours and which the employee cannot reasonably be expected to disregard, limited to **two (2) one (1) occasion(s)** in any school year.

13.0(a-e & g-j)—22.11 [CCL]

ARTICLE XVI

VACATION

TA (2) 8/27/25

★ 8/27/25

Henry Janczewski 8/27/25

1.0-1.14 Parties agree: maintain current contract language [CCL]

1.15 Attendance Rate Incentive: On an annual basis with the attendance period beginning July 1, 2025 through June 30, 2026, permanent employees who exhibit high performance standards in the area of attendance (as defined by District) shall be eligible to receive the following annual incentives:

Staff Annual Attendance Rate of 96%: \$100.00

Staff Annual Attendance Rate of 97%: \$200.00

Staff Annual Attendance Rate of 98%: \$300.00

Staff Annual Attendance Rate of 99%: \$400.00

Staff Annual Attendance Rate of 100%: \$500.00

Union Opening Proposal 5-20-2025
 District Counter 6-10-2025
 Parties TA 8-27-2025 (Attendance Incentive)
 Revised District Proposal 2-13-2026 (add Vacation Accrual 20-24 years)
 Revised District Proposal 3-18-2026
 Revised District Counter 3-26-2026

KKM
3-31-26
Jenny Jancovich
3/31/26

Eed My
3/31/26

ARTICLE XVI
VACATION

1.0 [Current Contract Language (CCL)]

1.1 Accrual of vacation shall be determined based on the factors and in the manner set forth in the following table:

<u>Employee's</u> <u>Years of Service</u>	<u>Vacation Accrual</u> <u>Factor Based on</u> <u>40 Hour Workweek</u>
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Less than 4 years	.03846
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4 years or more but less than 15	.05770
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15 years or more but less than 16	.06155
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16 years or more but less than 17	.06539
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17 years or more but less than 18	.06923
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18 years or more but less than 19	.07308
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19 years or more <u>but less than 20</u>	.07693
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<u>20 years or more</u> <u>but less than 21</u>	<u>.08077</u>
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<u>21 years or more</u> <u>but less than 22</u>	<u>.08462</u>
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<u>22 years or more</u> <u>but less than 23</u>	<u>.08846</u>
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<u>23 years or more</u>	<u>.09232</u>
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Employee's		Employee's
Hours of		Hours of
Paid Status	=	Accrued
Exclusive of		Vacation
Overtime		

2/1/2025
KCA
EW

For example, a full-time twelve (12) month employee will accrue vacation annually as follows:

1 through 4 years.....	10 days
5 through 15 years.....	15 days
16 years	16 days
17 years	17 days
18 years	18 days
19 years	19 days
20 years	20 days
21 years	21 days*
22 years	22 days*
23 years	23 days*
24 years	24 days*

*The vacation accrual will increase as stated above effective July 1, 2025

1.2-1.14 [CCL]

2.0 Attendance Incentive: This Attendance Incentive is intended to reward regular attendance in order to improve the instructional program and reduce the costs of absenteeism. On an annual basis with the attendance period beginning July 1, 2025 through June 30, 2026, permanent employees who exhibit high performance standards in the area of attendance (as defined by District) shall be eligible to receive the following annual incentives:

Staff Annual Attendance Rate of 96%:	\$100.00
Staff Annual Attendance Rate of 97%:	\$200.00
Staff Annual Attendance Rate of 98%:	\$300.00
Staff Annual Attendance Rate of 99%:	\$400.00
Staff Annual Attendance Rate of 100%:	\$500.00

Unit E Opening Proposal 5-20-25 (Art 17 Safety)
District Counter 7-15-25 (Safety Committee MOU)
Unit E Counter (Art 17 Safety)
District Counter 8-27-2025 (Safety MOU and Art 17 Safety)
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

(KFW) 3/31/26
Ed M
3/31/26
Henry J. Jorgensen
3/31/26

ARTICLE XVII
SAFETY CONDITIONS

1.0 The District shall be responsible for providing working conditions which conform to applicable law, including all Cal/OSHA regulations. Employees shall be responsible for complying with safety procedures and practices and for reporting to the immediate supervisor as soon as possible any unsafe condition, facility, or equipment. At each Maintenance and Operations Area and major work site, there shall be posted the name of an individual designated by the District to receive employee reports of unsafe conditions. There shall be no reprisal against an employee for reporting an unsafe condition, facility or equipment.

2.0 Unit E employees may utilize up to eight (8) hours personal necessity leave annually to take Adult & Child CPR/AED Deployment training or refresher training. Evidence of training completion must be presented upon request.

3.0 Safety Footwear: Beginning July 1, 2026, Each Unit E employee shall be reimbursed, up to \$150 per fiscal year, for the actual cost of appropriate safety footwear determined by the District to be required for the safe performance of their assigned duties. Employees shall provide requests for reimbursement, inclusive of receipt(s) of purchase of applicable footwear, to their immediate supervisor (or designee) within sixty (60) calendar days of such purchase. Safety footwear reimbursements will be handled in accordance with relevant law and California Public Employees' Retirement System (CalPERS) reporting requirements, as applicable.

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 7-29-2025
District Counter 8-27-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026
Revised District Counter 3-31-2026

Henry Longard
3/31/26
KKA 3-31-26

Earl M
3/31/26

ARTICLE XVIII
TOOL REPLACEMENT

1.0-5.0 Current Contract Language [CCL]

6.0 Unit E employees shall not be required to use their personal tools for district work.

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Union Counter 7-29-2025
District Counter 8-27-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026
Parties TA 3-31-2026
Revised District Counter 5-14-2026

EA May 14 2026
S/14/26
5/14/26

ARTICLE XIX REIMBURSEMENT FOR MILEAGE EXPENSES

1.0-4.0(a-h) *Current Contract Language [CCL]*

3.0 Daily Flat Rate: In recognition of the fact that many unit employees regularly use their own vehicle to haul District materials, tools, supplies and equipment, employees assigned to one of the classes below shall be eligible for "flat rate" mileage in addition to the per mile reimbursement specified in 2.0 above. Flat rate mileage shall be authorized for eligible field assigned employees for each day or part of a day of such use of their personal vehicle. Those eligible employees regularly assigned shall receive flat rate mileage each day their personal vehicle is driven in District service. The rates shall be ~~\$9.00~~ **\$14.00** per day for a passenger car or station wagon, and ~~\$12.00~~ **\$17.00** per day for a pick-up truck or van. In the event that Maintenance & Operations receives the anticipated 3% increase in the 2015-2016 year in the Ongoing & Major Maintenance Account (RMA: Education Code Section 17070.5), Effective July 1, 2023 2025, the amount for vehicles hauling in excess of 200 pounds shall increase to ~~\$15.00~~ **\$20.00** per day for District authorized materials, tools, supplies and equipment. Effective July 1, 2026, the amount for vehicles hauling in excess of 300 pounds shall be set at **\$25.00** per day for District authorized materials, tools, supplies and equipment. The weight of any equipment used to safely and securely store or stow District materials, tools, or supplies for transport in a personal vehicle shall count toward the applicable hauling flat-rate weight threshold. Disputes regarding the weight of materials, tools, supplies and equipment shall be subject to the grievance procedure or alternatively, expedited arbitration, if requested.

Apprentice Electrician
Apprentice Plumber
Asbestos Abatement Assistant
Carpenter
Electrical Inspector
Elevator Inspector
Fire Equipment Servicer
Glazier
Hand Grader
Hardwood Floor Worker
Heating and Air Conditioning Inspector
Insulator/Asbestos Abatement Worker
Lawn Sprinkler Fitter
Locksmith
Machinist
Painter
Plasterer and Concrete Finisher

Apprentice Heating & Air Conditioning Fitter
Apprentice Sheet Metal Worker
Asbestos Surveyor
Apprentice Carpenter
Electrician Electronics Technician
Equipment Mechanic
Floor Covering Installer
Gym/Playground Equip. Installer
Hardware Inspector
Heating & Air Conditioning Fitter
HVAC Test Technician
IT Electronics Comm. Tech.
Light Gauge Metal Inspector
Maintenance Worker
Maintenance Worker (restricted)
Painting Inspector
Plumber Plumbing Inspector

Pressure Vessel Welder
Radio Communication Technician
Roofer
Senior Carpenter
Senior Electrician
Senior HVAC Test Technician
Sr. Insulator/Asbestos Abatement Wkr
Senior Locksmith
Senior Painter
Senior Roofer
Sign Designer
Steeplejack
Tile Layer
Toolsharpenner
Welder

Apprentice Painter

Compressor & Pneumatic Tool Operator

Earth & Paving Inspector

IT Trainee

Maintenance Worker (restricted)

Mill Carpenter

Mill Fitter

Moulder Operator

Sr Fire Equipment Service

Sr Glazier

Sr Hand Grader

Sr Tile Layer

Skip Loader Operator

Tractor & Roller Operator

Tractor Operator

Projector Technician
Refrigeration Fitter
Roofing Inspector
Senior Floor Covering Installer
Senior Heating and Air Fitter
Conditioning Fitter
Senior IT Electronics Comm. Tech.
Senior Metal Worker
Senior Plumber
Sheet Metal Worker
Steel Inspector
Telecommunications Systems Technician
Tile Layer Helper
Upholsterer

3.1 Unit employees in a classification not specified above may also qualify for flat rate mileage on occasion based upon a special assignment as authorized by the Division head or designee.

4.0(a-h) [CCL]

FA 20 8/27/25

EA 8/27/25

Henry Jones 8/27/25

ARTICLE XX

TUITION AND REIMBURSEMENT

1.0 The District shall, subject to the conditions set forth below and within the budgeted amounts for this Unit, grant to permanent Unit employees, tuition reimbursement and/or reimbursement for books or consumable materials specifically identified in writing in the course description as required for course completion under the conditions identified below: **Parties agree: no change [CCL]**




a.-e. **Parties agree: no change [CCL]**

f. Tuition reimbursement shall be limited to a maximum of **\$1,400** **\$1000** for any individual employee during any twelve (12) month period.

g.-h. **Parties agree: no change [CCL]**

2.0-3.0 **Parties agree: no change [CCL]**

Union Opening Proposal 5-20-2025
District Counter 6-10-2025
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Parties TA 3-31-2026
Revised District Counter 5-9-2026

 May 14 2026
 5/14/26
 5/14/26

ARTICLE XXII
TERM OF AGREEMENT

1.0 Term: This Agreement shall become effective upon adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2027 2025.

2.0 Negotiations for Successor Agreement: Negotiations for a successor Agreement shall commence upon request of either the District or the Council at any time after January 1, 2027 2025. Such negotiations shall commence as soon as reasonably practicable after a request to commence negotiations is made, but in no event more than ten (10) days from the date of the request, absent mutual agreement to extend this time.

District Proposal 2-13-2026
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026

Henry Longard
3/31/26
KRW 3-31-26

APPENDIX A
WAGES AND SALARIES

1.0-7.3 Current Contract Language [CCL]

7.4 The longevity increment schedule for years of qualifying District service shall be:

\$~~.15625~~ .3125 per hour after 10 years
\$~~.18750~~ .3750 per hour after 15 years
\$~~.21875~~ .4375 per hour after 20 years
\$~~.28125~~ .5625 per hour after 25 years
\$~~.31250~~ .6250 per hour after 30 years
\$~~.34375~~ .6875 per hour after 35 years

There shall be an additional \$5.00 per pay period increment for each additional five (5) years of qualifying District service.

8.0-9.0 [CCL]

The District and the Trades Council will work collaboratively to explore the feasibility of increasing the use of District vehicles for hauling materials and reducing Unit E employees' reliance on personal vehicles for hauling District materials during the workday.

Unit E Opening Proposal 5-20-25 (Art 17 Safety)
District Counter 7-15-25 (Safety Committee MOU)
Unit E Counter (Art 17 Safety)
District Counter 8-27-2025 (Safety MOU and Art 17 Safety)
Revised District Counter 2-13-2026
Revised District Counter 3-18-2026
Revised District Counter 3-26-2026
Revised District Counter 3-31-2026

**Memorandum of Understanding
Los Angeles Unified School District and
LA/OC Building and Construction Trades Council
Joint Labor Management Committee**

This Memorandum of Understanding ("MOU") is to memorialize an agreement between the Los Angeles Unified School District ("District") and the Los Angeles/Orange Counties Building and Construction Trades Council ("Trades Council" or "Unit E") regarding establishment of a Joint Labor Management Committee (LMC) between the Parties.

The Joint Labor Management Committee shall be comprised of three (3) members appointed by the Trades Council and three (3) members appointed by the District, including but not limited to the Director of Maintenance and Operations or their designee. The members appointed by the Trades Council shall be provided paid released time for their participation in the LMC.

The committee shall meet quarterly to discuss matters of mutual interest. Trades Council representatives shall provide topics for an agenda to the District two (2) weeks prior to each scheduled meeting.

Upon mutual agreement of the Parties, either party may invite one or more additional participants to committee meetings as appropriate (e.g., a unit member from within a specific craft to facilitate more informed discussion).

This non-precedent setting MOU will remain in effect for the duration of the parties' 2025-2028 LAUSD-Unit E Collective Bargaining Agreement and sunset on June 30, 2028.


LAUSD Representative

3-31-26
Date


Trades Representative

March 31 2026
Date

**Memorandum of Understanding
Los Angeles Unified School District and
LA/OC Building and Construction Trades Council
District Vehicle Use Committee**

This Memorandum of Understanding ("MOU") is to memorialize an agreement between the Los Angeles Unified School District ("District") and the Los Angeles/Orange Counties Building and Construction Trades Council ("Trades Council" or "Unit E") regarding establishment of a District Vehicle Use Committee between the Parties.

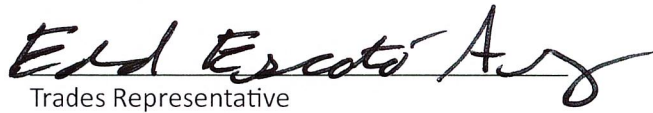
Within ninety (90) days of ratification of the 2025-28 Unit E Collective Bargaining Agreement, the District and Trades Council will establish a committee to explore the feasibility of increasing the use of District vehicles for hauling materials and reducing Unit E employees' reliance on personal vehicles for hauling materials during the workday.

The Committee shall be comprised of three (3) members appointed by the Trades Council and three (3) members appointed by the District. The Committee shall meet three times a year during the term of the agreement. The members appointed by the Trades Council shall be provided paid released time for their participation.

This non-precedent setting MOU will remain in effect for the duration of the parties' 2025-2028 LAUSD-Unit E Collective Bargaining Agreement and sunset on June 30, 2028.


LAUSD Representative

3-31-26
Date


Trades Representative

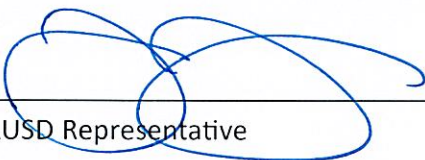
March 31 2026
Date

**Memorandum of Understanding
Los Angeles Unified School District and
LA/OC Building and Construction Trades Council
Apprentice Task Force**

This Memorandum of Understanding (“MOU”) memorializes the agreement between the Los Angeles Unified School District (“District”) and the Los Angeles/Orange Counties Building and Construction Trades Council (“Trades Council” or “Unit E”) regarding the establishment of a Task Force to discuss opportunities to strengthen, improve, and support greater investment in apprenticeship programs aligned with the bargaining unit work historically and exclusively represented by the Trades Council.

Within sixty (60) days of ratification of the 2025–2027 Unit E Collective Bargaining Agreement, the District and the Trades Council shall establish a Task Force to explore the feasibility of increasing apprenticeship opportunities, including, but not limited to, reviewing organizational needs and processes for establishing classifications, as well as methods for recruitment, training, and career advancement. The Task Force shall specifically prioritize review of apprenticeship opportunities in the following specialization areas: HVAC, electrical work, plumbing, carpentry, welding, painting, and sheet metal fabrication. The Task Force shall also prioritize evaluating opportunities to leverage the District’s Career Technical Education and Linked Learning programs as potential avenues to support and advance the Task Force’s objectives of strengthening apprenticeship opportunities within the District-employed trades workforce.

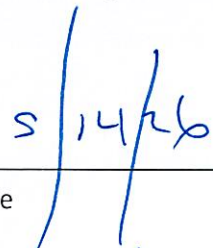
The Task Force shall be comprised of three (3) members appointed by the Trades Council and three (3) members appointed by the District, including the Director of Facilities Maintenance and Operations or their designee. Upon mutual agreement, the parties may invite representatives from agencies and/or organizations to provide relevant information for the Task Force’s consideration. No later than June 2027, the Task Force shall make recommendations to the Deputy Superintendent of Business Operations regarding opportunities for greater investment in apprenticeship programs within the District.



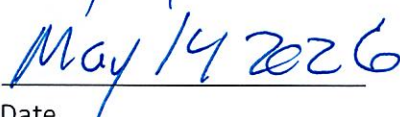
LAUSD Representative



Trades Representative



Date



Date



Los Angeles Unified School District

OFFICE OF LABOR RELATIONS

333 S. Beaudry Avenue, 20th Floor, Los Angeles, CA 90017
TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

TA Ed 18
May 14 2026

ANDRÉS E. CHAIT

Acting Superintendent

@S/14/26

KRISTEN K. MURPHY, Ed.D

Associate Superintendent

JASON GEANAKOPOULOS

Interim Director

May 14, 2026

May 14, 2026

Eddie Alvarez, Council Representative
Los Angeles/Orange Counties
Building and Construction Trades Council
1626 Beverly Blvd., Los Angeles, CA 90026

RE: Amendment of the 2025-27 Unit E Agreement Regarding Apprentice Classification Wages

Dear Mr. Alvarez:

This Side Letter confirms the Los Angeles Unified School District's ("District") and Los Angeles/Orange Counties Building and Construction Trades Council's ("Council") mutual agreement to amend, and hereby amends, the 2025-27 Unit E Collective Bargaining Agreement ("CBA") in regard to base hourly wages for District apprentice-titled classifications. This Side Letter supersedes the Letter of Agreement on an Apprenticeship Training Program ("Letter of Agreement") previously signed by the District and the Council and adopted by the Board of Education via Board Report No. 075-11/12 on October 11, 2011 *-and-* the modifications of Appendices A and B set forth in the December 23, 2009 side letter as it pertains to such wages. Other than as set forth herein, no other terms of the Unit E Agreement are hereby amended by this Side Letter.

Effective July 1, 2026, this side letter sets forth the following schedule table for determining the base wage rates for current and future established apprentice-titled classifications as follows:

Apprenticeship period specified by CA Dept. of Industrial Relations	Salary Step 1 (Year 1)	Salary Step 2 (Year 2)	Salary Step 3 (Year 3)	Salary Step 4 (Year 4)	Salary Step 5 (Year 5)	
3 Year Apprenticeship	50%	75%	90%	N/A	N/A	Of corresponding Journeyman classification base hourly rate
4 Year Apprenticeship	50%	70%	80%	90%	N/A	Of corresponding Journeyman classification base hourly rate
5 Year Apprenticeship	50%	60%	70%	80%	90%	Of corresponding Journeyman classification base hourly rate

2555 P 11/19/19

In accordance with the table above, effective July 1, 2026, Apprentice Heating and Air Conditioning Fitter (Class code 8745), Apprentice Plumber (Class code 8744), and Apprentice Sheet Metal Worker (Class code 8722) shall each be placed on the five (5) year apprenticeship schedule with salary step percentages derived from the base hourly rate of the corresponding Journeyman classifications, Heating and Air Conditioning Fitter (Class code 3347), Plumber (Class code 3344), and Sheet Metal Worker (Class code 3386), respectively.

In accordance with the table above, effective July 1, 2026, Apprentice Painter (Class code 8737) shall be placed on the four (4) year apprenticeship schedule with salary step percentages derived from the base hourly rate of the corresponding Journeyman classification, Painter (Class code 3476).

Wage adjustments to the salary schedule of apprentice-titled classifications shall be derived solely from wage increases applied to the base hourly rate of the corresponding journey-level classification. In addition, consistent with Personnel Commission Rule 891c, all District apprentices will generally begin in an applicable Craft Union's apprenticeship training program at the first hourly base wage rate.

The terms of this Side Letter shall remain in effect until June 30, 2027, unless mutually amended or extended by the parties, notwithstanding the expiration of the 2025-2027 Unit E Collective Bargaining Agreement.

Sincerely,

Jason Geanakopoulos
Interim Director, Office of Labor Relations

Agreed By: _____
LA/OC Building and Construction Trades Council