

SEIU, Local 99
Unit F
TENTATIVE AGREEMENT
2024-2027

This Tentative Agreement is made and entered into this 23rd day of April, 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 Tentative Agreement, or (2) as required to make appropriate, non-substantive language corrections.

B. **COMPENSATION 24% as follows:**

I. **2024-2025:**

Salary Increase 7%:

Effective July 1, 2024, all SEIU bargaining unit members in Unit F 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 Unit F shall receive a 4% 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 5%:

Effective July 1, 2025, all SEIU bargaining unit members in Unit F shall receive a 2.5% 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 Unit F shall receive a 2.5% 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 12%:

Effective July 1, 2026, all SEIU bargaining unit members in Unit F shall receive a 6% 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 Unit F shall receive a 6% 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 increases and bonuses, if applicable, as soon as possible following adoption by the Board of Education. Every effort shall be made for all one-time retroactive increase payments to be paid in an off-cycle, separate check.

C. ADDITIONAL AGREEMENTS:

1. Article III-A - Subcontracting
2. Article XIV – Wages, Salaries and Differentials

New Article III-A – Subcontracting includes Additional Hours Taskforce (upon ratification of this Agreement, the parties agree to immediately establish this taskforce)

D. ADDITIONAL HOURS

Effective July 1, 2027, employees in Unit F assigned to work a regular schedule of four (4) hours/day in two (2) or more SEIU positions in a status other than substitute or relief, shall be eligible to enroll in Kaiser HMO, Western Dental DHMO, and VSP Vision, or a comparable plan. If the employee waives coverage, the District shall pay \$1500 for each year waived. To remain eligible each month, the employee must be in paid status within the assignment basis.

E. 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.

F. SEIU agrees to withdraw with prejudice any complaints, grievances, or unfair practice charges arising from the negotiations of the Parties' 2024-2027 successor CBA, including the following PERB Charge No.:

LA-CE-7138-E

G. 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: 04/23/24

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

April 18, 2026

Unit F
ARTICLE III-A

SUBCONTRACTING

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SEIU 99

1.0 Subcontracting: There shall be no further subcontracting of work historically and exclusively performed by SEIU employees without the express agreement of SEIU.

2.0 SEIU bargaining unit members shall not be displaced or reduced as a result of subcontracted work. SEIU Bargaining unit members shall have priority over subcontracted staff in all matters related to additional work opportunities. Within six (6) months of ratification of this 2024-2027 Agreement, the parties will begin discussions exploring bringing subcontracted unit work back into the direct employment of the District during the term of this Agreement. As positions are identified, the District will post the equivalent number of positions as those subcontracted for work during the traditional work day.

~~3.0 Joint Task Force: Within six (6) months of ratification of this 2024-2027 Agreement, the District and the Union shall establish a joint task force to identify every subcontracted position and appointed by the Union and the District.~~

3.0 Joint Task Force: the District and the Union shall establish a joint task force on Hours and Employment Maximization. This task force shall work to identify every subcontracted position and create and recommend execute a transition plan. and The task force shall also identify opportunities to align employee work schedules to the needs of students and schools. The Task Force shall consist of an equal number of representatives appointed by the Union and the District. Both parties agree to a mediated process for the task force.

No later than 60 days following ratification and Board approval of this Agreement, the parties shall convene the Taskforce on Hours and Employment Maximization consisting of an equal number of representatives appointed by the District and the Union. The Taskforce shall establish a schedule providing for joint meetings no less than once per month during the term of this Agreement. Meetings shall be held at a mutually agreeable time and location during regular District business hours. Taskforce members shall be excused from their regular work duties during such time.

The Parties agree to use a mutually selected mediator or facilitator California State Mediation and Conciliation Service to facilitate Taskforce meetings.

- o Investments: as contracts between LAUSD and private contractors are sunset, the task force will identify savings from discontinued subcontracting agreements, and make recommendations about the departments in which those recouped resources

Article III – Union Rights

will can be reinvested, including further investment in the union represented active workforce.

The task force will identify create and recommend a process and timeline for the following:

- Offers of District Employment: The District shall provide information about its employment application process extend formal offers of District employment to all qualified subcontracted staff currently performing unit work, subject to standard District hiring clearances, to preserve institutional knowledge and ensure continuity of service, unless prohibited by law or the applicable subcontracting agreement.

- Finality of Sunset of Subcontracted Work: Regardless of vacancy status, The District will make every reasonable effort to bring all subcontracted work—including work initiated to cover vacancies—must be brought into direct District employment prior to the end of the 2027-2028 school year.

4.0 The parties agree through the Labor Management Committee in accordance with Article III – Union Rights, Section 7.0, the District and SEIU will review and make recommendations concerning the current conditions of subcontracted work.

5.0 The District provide SEIU with a quarterly list of Requests for Proposals (“RFPs”) that the District issues for procurement of services by third parties. SEIU may demand to bargain the effects of subcontracting functions it believes have been historically and exclusively performed by SEIU Bargaining Unit employees. To the extent that the RFP’s relate to the subcontracting of work exclusively and historically performed by Bargaining Unit employees, such subcontracting is contingent upon the express written agreement of SEIU.

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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~~ \$1.50 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