

**LOS ANGELES UNIFIED SCHOOL DISTRICT-AALA/TEAMSTERS 2010**  
**MEMORANDUM OF UNDERSTANDING**  
**2025-2028**

This Tentative Agreement is made and entered into this \_\_\_\_\_ day of January, 2026 by and between the Board of Education of the Los Angeles Unified School District (“District”) and Associated Administrators Los Angeles (AALA).

Pursuant to the parties’ 2022-2025 collective bargaining Agreement, the District and AALA have met and negotiated in good faith and have completed their negotiations for this 2025-2028 Agreement. This 2025-2028 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 sideletters are to be combined with the terms of this Agreement to form the 2025-2028 Agreement. The parties’ will develop appropriate non-substantive language corrections to combine the above documents with this Agreement.

**B. COMPENSATION**

**i. 2025-2026 Salary Increase: 4%**

- a. Effective July 1, 2025, all AALA/Teamsters 2010 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.
- b. Effective January 1, 2026, all AALA/Teamsters 2010 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.

**ii. 2026-2027 Salary Increase: 3%**

- a. Effective July 1, 2026, all AALA/Teamsters 2010 bargaining unit members 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.
- b. Effective January 1, 2027, all AALA/Teamsters 2010 bargaining unit members 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.

**iii. 2027-2028 Salary Reopener**

- a. On or after July 1, 2026, AALA/Teamsters 2010 may reopen Article XII—Salaries solely on compensation.

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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 III – Dues Deduction
3. Article VI – AALA/Teamsters 2010 Rights
4. Article VII – Evaluation and Due Process
5. Article VIII – Greivance and Arbitration Procedures
6. Article IX – Administrative Assignments and Transfers
7. Article X – Duties, Responsibilities, and Hours
8. Article XI – Leaves and Absences
9. Article XIII – Holidays and Vacation
10. EDSSL Sideletter
11. Principals Assigned to Priority Schools Sideletter
12. Professional Development Sideletter
13. Summer School Sideletter
14. Single Administrator Site Sideletter

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, 2028, 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' 2022-2025 Agreement.

F. **NEGOTIATIONS FOR SUCCESSOR AGEEMENT:** Negotiations for the successor agreement to this Agreement shall commence at the request of either party any time after January 1, 2028.

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

Date of Agreement: \_\_\_\_\_

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Los Angeles Unified School District  
Angeles

Associated Administrators Los

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

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

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

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

Scott Schmerelson, President  
LAUSD Board of Education