

Los Angeles Unified School District – Service Employees International Union

MEMORANDUM OF UNDERSTANDING

Revised March 14, 2025

4/29/2025
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Regarding the Impact of the Instructional Calendar on the Work Year Calendar, Los Angeles Unified School District and Service Employees International Union – Local 99 (SEIU 99) agree to the following terms, summarized below and detailed in Attachment A:

Required Work Year Calendar (Attachment A)

Pending Board approval, the District will implement three instructional calendars. For the 2025-2026, 2026-2027 and 2027-2028 school years, the required work year calendars will be as follows:

2025-2026

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2025-2026 school year
- Maintain a 3-week (15 days) winter break for the 2025-2026 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 5-9, 2026.

2026-2027

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2026-2027 school year
- Maintain a 3-week (15 days) winter break for the 2026-2027 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 4-8, 2027.

2027-2028

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2027-2028 school year
- Maintain a 3-week (15 days) winter break for the 2027-2028 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 3-7, 2028.

SEIU 99

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LAUSD

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ATTACHMENT A

The 2025-2026 required work year for bargaining unit members represented by SEIU 99 shall be as follows:

- a. For the 2025-2026 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Wednesday, August 13, 2025 (Pupil Free Day)
 - ii. Employee End Date: Thursday, June 11, 2026 (Pupil Free Day)
- b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 12, 2025 and Friday, June 12, 2026.
- c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2025-2026 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
- d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 22, 2025 through Friday, January 9, 2026.
- e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 5, 2026 through Friday, January 9, 2026. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.

2. The 2026-2027 required work year for bargaining unit members represented by SEIU 99 shall be as follows:

- a. For the 2026-2027 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Tuesday, August 11, 2026 (Pupil Free Day)
 - ii. Employee End Date: Monday, June 7, 2027 (Pupil Free Day)
- b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Monday, August 10, 2026 and Tuesday, June 8, 2027.
- c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2026-2027 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
- d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 21, 2026 through Friday, January 8, 2027.
- e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 4, 2027 through Friday, January 8, 2027. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.

3. The 2027-2028 required work year for bargaining unit members represented by SEIU 99 shall be as follows:

- a. For the 2027-2028 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Wednesday, August 11, 2027 (Pupil Free Day)
 - ii. Employee End Date: Thursday, June 8, 2028 (Pupil Free Day)
- b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 10, 2027 and Friday, June 9, 2028.
- c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2027-2028 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.

- d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 20, 2027 through Friday, January 7, 2028.
 - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 3, 2028 through Friday, January 7, 2028. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
4. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Thanksgiving.
 5. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Spring Break.
 6. SEIU members on B, C, and E basis may cash out up to four (4) vacation days during each of the 2025-2026, 2026-2027, and 2027-2028 school years, in accordance with procedures and timelines established by the District, which are subject to impact and effects bargaining.
 7. Prior to submitting a proposed instructional calendar for the 2028-2029 school year to the Board for approval, LAUSD shall bargain with SEIU 99 over their required work year calendar.
 8. The Parties agree to continue negotiations regarding unassigned days and work hours for SEIU 99 members during the current negotiations of the 2024-2027 successor contract.