

AALA/Teamsters Initial Proposal 5/2/2025  
District Counter 6/25/2025  
AALA/Teamsters Counter 9/26/2025  
District Counter 10/8/2025

mmw @ 12/4/25  
TA @ 12/4/25

**AALA/TEAMSTERS - UNIT M**  
**ARTICLE I**

**RECOGNITION**

Subject to the provisions set forth below, the District has recognized AALA/Teamsters Local 2010 as the exclusive representative of the Certificated Supervisory Unit described below.

**Agree with “AALA/Teamsters Local 2010” throughout the Article**

1.0 The Unit: The Certificated Supervisory Unit (Unit MSX) shall be as follows:

1.1 Inclusions: All certificated employees on the Master Salary Schedule, including all school-based administrators and non-school-based administrators except for those positions excluded below.

1.2 Exclusions:

- (1) All classified personnel;
- (2) All certificated personnel covered by the Teachers’ Unit, or the Teacher Assistants’ Unit;
- (3) School Physicians, and Pediatricians, and Counseling Assistants;
- (4) All Managerial and confidential personnel on the Master Salary Schedule. A list including the names and titles of such personnel will maintained by the District and shall be forwarded to AALA/Teamsters Local 2010 by August 1 of each year.

The parties agree that this represents the appropriate unit. It may be revised only by mutual agreement or by a Public Employment Relations Board unit clarification decision, ~~but it is agreed that the parties may file for a unit clarification proceeding involving this unit only to the extent that the District creates new classifications or substantially changes the responsibilities of an existing classification.~~

**Agreed 10/8/2025**

1.3 If the District intends to close a certificated supervisory position represented by AALA/Teamsters Local 2010 and create a new classified position with a substantive number of duties contained in the closed certificated supervisory position, the District shall notice AALA/Teamsters Local 2010 of the intent at least ~~four (4)~~ six (6) weeks when feasible prior to the action.

2.0 Nature of Relationship: Recognizing the sensitive and important role of administrators as representative of the Board and Superintendent, it is the mutual

## Article I - Recognition

intention and commitment of AALA/Teamsters Local 2010, the Superintendent and the Board.

- a. That their relationship remain cooperative and non-adversarial;
- b. That they shall meet and confer on a regular basis on subjects within the scope of negotiations, and such other matters that the parties may mutually desire to discuss, with their agreed-upon resolutions to be embodied in this Agreement if so agreed; and
- c. That pending such agreed-upon resolutions, and subject only to such restrictions as may be included in such agreed-upon resolutions, the District retains full authority to operate and to make (and implement) decisions pursuant to the existing Board Rules, Administrative Regulations and policies, which fall within the scope of negotiations under the EERA. Proposed changes to said existing Board Rules and Administrative Regulations are subject to paragraph b above; and
- d. That it is intended that AALA/Teamsters Local 2010 will be authorized to designate a representative on all appropriate District committees, particularly those District committees where UTLA is granted the right to appoint a representative.