

LOS ANGELES UNIFIED SCHOOL DISTRICT-LOS ANGELES SCHOOL POLICE MANAGEMENT ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2025-2028

This Tentative Agreement is made and entered into this 12 day of February, 2026 by and between the Board of Education of the Los Angeles Unified School District ("District") and the Los Angeles School Police Management Association ("LASPMA") for employees in Unit H.

Pursuant to the Parties' 2022-2025 Collective Bargaining Agreement, the District and LASPMA 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 side letters 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 Unit H 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 Unit H 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 Unit H 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 Unit H 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, 2027, Unit H may reopen Article XIV—Wages and Salaries solely on compensation.

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.

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2/12/2026

D. ADDITIONAL AGREEMENTS:

1. Article IV – Union Rights
2. Article XIII – Leaves of Absence (Sec. 8.0 Bereavement Leave)
3. Article XVI – Holidays (Sec. 2.0 Christmas Overtime Rate)
4. Article XVII – Vacation
5. Article XIX – Tuition Reimbursement
6. Appendix B – Allowances and Differentials

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' 2025-2028 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, 2028.

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

Date of Agreement: 2/12/2024

Los Angeles Unified School District

By: 

Los Angeles School Police Management Association

By: 

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

By: _____

Scott Schmerelson, President
LAUSD Board of Education

ARTICLE IV
UNION RIGHTS

1.0-2.0 Current Contract Language [CCL]

3.0 Released Time for Negotiations: No more than four (4) negotiating team employee representatives designated by the Union shall be released from duty with no loss of pay for the purpose of attending negotiation meetings with the District pursuant to this Agreement. Union and the District may agree that additional employees shall receive such released time.

3.1 CBA Negotiations Preparation Release Time: Beginning with the 2028-31 successor negotiations cycle, no more than four (4) negotiating team employee representatives designated by the Union 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 Union.

4.0-8.2 [CCL]

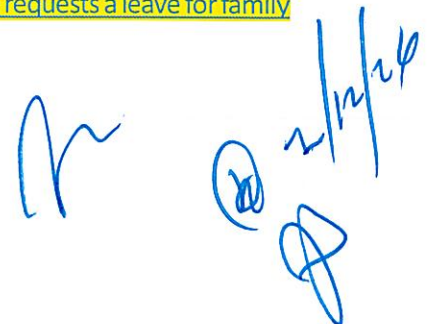
ARTICLE XII
LEAVES OF ABSENCE

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 employee's immediate family qualified family member as defined below, and if requested, must provide acceptable proof of death and relationship within 30 days from the first day of bereavement leave. ~~is provided and the leave of absence commences within ten (10) calendar days 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 is required and requested, an additional two (2) days shall be granted. ~~The immediate family is defined as the parents, grandparents, 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. Employees not traveling out of state may elect to take an additional two (2) days of bereavement, and use personal necessity, vacation, or take the bereavement leave as unpaid.~~ Nothing contained herein shall be deemed to provide a paid leave of absence, including absence for out-of-state travel, that exceeds forty (40) hours. The employee's qualified family member is defined as the following:

- a. Spouse, domestic partner or, for purposes of these Leave Sections only, a cohabitant who is the equivalent of spouse;
- b. Parent (includes in-law, step, and foster parent, and parent of cohabitant who is the equivalent of spouse);
- c. Grandparent (includes in-law, step, and a grandparent of cohabitant who is the equivalent of spouse);
- d. Child (including child of spouse, son/daughter-in-law, step and foster child, and child of cohabitant who is the equivalent of spouse);
- e. Grandchild (includes grandchild of spouse, step grandchildren, and grandchildren of cohabitant who is equivalent of spouse);
- f. Brother;
- g. Sister; and
- h. Any relative in the employee's immediate household;
- 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).


9.0-20.11 (CCL)

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ARTICLE XVI
HOLIDAYS

1.0-1.3 Current Contract Language [CCL]

2.0 Friday shall be the observed holiday for all purposes for holidays which fall on a Saturday; Monday shall be the observed holiday for all purposes for holidays which fall on a Sunday. If Christmas Day falls on a Saturday or Sunday, any employee who works the actual Christmas Day holiday on Saturday or Sunday shall be compensated at the overtime rate.

ARTICLE XVII
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>
Less than 4 years	.03846
4 or more years but less than 15	.05770
15 or more years but less than 16	.06155
16 or more years but less than 17	.06539
17 or more years but less than 18	.06923
18 or more years but less than 19	.07308
19 or more <u>years</u> <u>but less than 20</u>	.07693
<u>20 or more years</u> <u>but less than 21</u>	<u>.08077</u>
<u>21 or more years</u> <u>but less than 22</u>	<u>.08462</u>
<u>22 or more years</u> <u>but less than 23</u>	<u>.08846</u>
<u>23 years or more</u>	<u>.09232</u>

X Employee's
Hours of
Paid Status = Employee's
Exclusive of Hours of
Overtime Accrued
Vacation



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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**

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

1.2-1.14 [CCL]

R *2/12/26*

ARTICLE XIX
TUITION REIMBURSEMENT

1.0 Tuition Reimbursement: The District may grant tuition reimbursement to permanent Unit employees under the conditions specified below: ...

1.0(a-f) Current Contract Language [CCL]

f. Tuition reimbursement shall be limited to a maximum of one-thousand, four-hundred dollars (\$1,400) ~~six hundred dollars (\$600)~~ for any individual employee during any twelve (12) month period.

1.1(g)-1.2 [CCL]

APPENDIX B – ALLOWANCES AND DIFFERENTIALS

1.0-1.1 *Current Contract Language [CCL]*

1.2 Uniform Allowance: Employees who are regularly required to wear a uniform will be reimbursed ~~\$1,050~~ ~~\$900~~ in each fiscal year for costs incurred for approved repair of uniform items and/or necessary dry cleaning expenses. The allowance shall be paid in December each year as a lump sum, and shall be prorated upon termination of employment or the end of a uniform assignment.

Notwithstanding the foregoing, upon appropriate verification, uniform items, for any unit member, which are damaged in the performance of assigned duties will be replaced or repaired at District expense.

2.0-6.5 [CCL]

6.6 Bilingual Differential: A regular employee shall be paid a long-term salary differential for using bilingual skills upon certification from the appropriate superintendent or division or branch head that in addition to regular duties of the class, the employee is frequently called upon to speak, interpret, and write a non-English language or to converse fluently in a non-English language. In order to qualify for a bilingual differential, the employee must meet English and non-English language proficiency standards prescribed by the Personnel Commission. Such English and non-English language proficiency standards shall include required reading, writing, and/or oral communication abilities which must be satisfactorily demonstrated pursuant to District examination procedures.

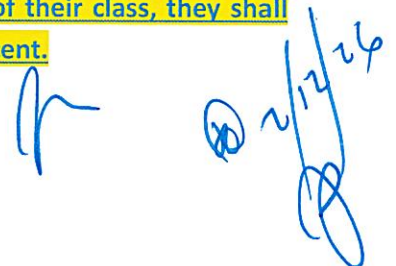
a. Eligible full-time employees shall be paid at the rate of ~~\$1.00~~ ~~\$.2875~~ per hour if required to speak, read, write a non-English language, ~~\$0.50~~ ~~\$.174~~ per hour if only required to converse in a non-English language.

b. The differential for eligible part-time employees shall be prorated at the same rate that the number of hours of their regular assignment bears to a regular eight (8) hours per day assignment.

c. An approved differential shall become effective on the first day of the pay period following completion of the provisions of Section 2.6, above, and shall continue during paid absences. The differential shall not affect salary allocation upon change of assignment.

10.0 Shift Differential: Beginning July 1, 2025, the District shall pay shift differentials as described in (a – c) below:

a. Unit H employees who work one half (½) or more of their assigned time between 5:00 p.m. and midnight shall receive a long-term salary differential of one step on the salary schedule for their class. If such an employee is on the last step of the salary schedule of their class, they shall instead receive a shift differential equal to five and one-half (5½%) percent.

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- b. Unit H employees who work one-half (½) or more of their assigned time between midnight and 7:00 a.m. shall receive a long-term salary differential of two steps on the salary schedule for their class. If such an employee is on the next to last step of the salary schedule of their class, they shall instead receive a shift differential equal to advancement to the last salary step of their class plus five and one-half (5½%) percent. If such an employee is on the last step of the salary schedule of their class, they shall instead receive a shift differential equal to eleven (11%) percent.
- c. If a Unit H employee works a shift receiving a differential (as described in (a) or (b) above) less frequently than five (5) days a week, the applicable differential shall be paid only for those days on which such shifts are worked. If an employee ceases working shifts receiving a differential altogether, the applicable differential shall stop being paid immediately following the last day such shifts are worked.

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