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**LOS ANGELES UNIFIED SCHOOL DISTRICT AND  
AALA/TEAMSTERS 2010 LOCAL 2010 (Unit M)  
MEMORANDUM OF UNDERSTANDING 2025-28**

This Memorandum of Understanding (MOU) is made and entered into this \_\_\_\_ day of April, 2026 by and between the Board of Education of the Los Angeles Unified School District ("District") and Associated Administrators of Los Angeles/Teamsters Local 2010 for employees in Unit M Certificated Management ("Unit M").

Pursuant to the parties' 2025-2028 Agreement, the District and AALA Teamsters have met and negotiated in good faith and have completed their negotiations on items previously sunshined. The term of this Agreement shall cover a period through June 30, 2028 (and continue thereafter on a day-to-day basis until such time as it may be terminated by either party upon 10 days' notice). This agreement is the Successor to the 2025-2028 agreement and is the final resolution to all matters associated with the parties' 2025-2028 Agreement.

**A. INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties' 2025-2028 Agreement are incorporated as part of the parties' successor Agreements except (1) as modified by this Memorandum of Understanding, or (2) as required to make appropriate, non-substantive language corrections.

**B. COMPENSATION:**

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

- Effective July 1, 2025, all AALA Teamsters Unit M 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.
- Effective January 1, 2026, all AALA Teamsters Unit M 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: 4%**

- Effective July 1, 2026, all AALA Teamsters Unit M 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, 2026.
- Effective January 1, 2027, all AALA Teamsters Unit M 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, 2026.

**III. 2027-2028 Salary Increase: 2%**

- Effective January 1, 2028, all AALA Teamsters Unit M bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

**C.** The District will make every effort to pay all negotiated increases, including retroactive increases as soon as possible following adoption by the Board of Education.

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**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 – Grievance 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
15. AP, ELR Salary Sideletter
16. APEIS Salary Sideletter
17. Early Education Principals and Directors Committee Sideletter

**E. REOPENER:** On or after January 1, 2027, each party may reopen negotiations on one (1) article of the Unit M Collective Bargaining Agreement.

**F. TERM OF AGREEMENT:** This Agreement shall become effective upon ratification by the Union and 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 shall be 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 successor negotiations.

The agreement is subject to ratification by the membership of Unit M and to final approval by the LAUSD Board of Education.

Date of agreement: April \_\_\_\_, 2026

Los Angeles Unified School District

AALA Teamsters Local 2010

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

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

Maria Nichols  
President, AALA Teamsters Local 2010

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

Jason Rabinowitz  
Secretary-Treasurer, Teamsters 2010

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

AALA Teamsters 2010 Representative

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

AALA Teamsters 2010 Representative

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

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

Scott Schmerelson, President  
LAUSD Board of Education