

**LOS ANGELES UNIFIED SCHOOL DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS LOS ANGELES CHAPTER 500
MEMORANDUM OF UNDERSTANDING
2024-2025 REOPENER
2025-2026 REOPENER**

This Tentative Agreement is made and entered into this 6th day of February, 2026 by and between the Board of Education of the Los Angeles Unified School District ("District") and the California School Employees Association and its Los Angeles Chapter 500 ("CSEA") for employees in Unit D (Office-Technical and Business Services).

Pursuant to the parties' 2023-2026 Agreement, the District and CSEA have met and negotiated in good faith and have completed their negotiations for a Reopener collective bargaining agreement. This 2024-2025 and 2025-2026 Agreement is the Reopener to the parties' 2023-2026 Agreement and is the final resolution to all matters. The parties hereby agree as follows:

A. **INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties' 2023-2026 Agreement are incorporated as part of the LAUSD-CSEA 2024-2025 and 2025-2026 Reopener Agreement except as modified below, or as required to make appropriate, mutually agreed, non-substantive language corrections.

B. **COMPENSATION:**

2024-2025 Salary Increase: 6%

- i. Effective July 1, 2024, all CSEA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay school groups and levels of the base salary tables in effect June 30, 2024.
- ii. Effective January 1, 2025, all CSEA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay school groups and levels of the base salary tables in effect December 31, 2024.

2025-2026 Salary Increase: 4%

- i. Effective July 1, 2025, all CSEA bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay school groups and levels of the base salary tables in effect June 30, 2025.
- ii. Effective January 1, 2026, all CSEA bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay school groups and levels of the base salary tables in effect December 31, 2025.

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

Handwritten signature and initials in the bottom right corner, including a circled '2/6/26' and a large signature.

LOS ANGELES UNIFIED SCHOOL DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS LOS ANGELES CHAPTER 500
MEMORANDUM OF UNDERSTANDING
2024-2025 REOPENER
2025-2026 REOPENER

- C. The parties' 2023-2026 Agreement shall be further modified as follows:
- i. Article XII - Wages and Salaries, Pay Allowances, Differentials, and Special Salary Practices
 - ii. Article XVIII - Vacation
 - iii. Police Dispatcher and Senior Police Dispatcher Sideletter
 - iv. Assignment Technician and Senior Assignment Technician Reallocation Sideletter
 - v. Payroll Specialist I Reallocation Sideletter
 - vi. School Office Computer Coordinator Series Sideletter

The above is subject to ratification by the members of Unit D and final approval by the LAUSD Board of Education.

Date of agreement: 5/6/26

Los Angeles Unified School District

California School Employees Association and
its Los Angeles Chapter 500

By: 

By: 

By: 

By: 

By: 

By: 

By: 

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

By: _____

Scott Schmerelson, President
LAUSD Board of Education

ARTICLE XII

WAGES AND SALARIES, PAY ALLOWANCES, DIFFERENTIALS, AND
SPECIAL SALARY PRACTICES

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3.0 Pay Differentials - General

3.1 An earned salary differential in addition to the regular rate of pay specified in Appendix A shall be paid to affected employees under the conditions and in the amount specified in this Article.

3.2 Assignment to a new or vacant position for which a salary differential is designated, other than a temporary assignment of less than twenty (20) working days, a bilingual differential, shall be made on the basis of seniority among those employees in the appropriate class who request such an assignment.

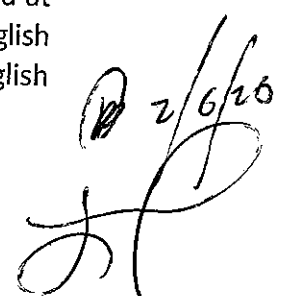
3.3 Long-term salary differentials as designated in this Article shall be based on the special requirements of a particular position or the authorized use of special skills by a particular incumbent for twenty (20) consecutive working days or more and for which payment shall be continued during paid absences of the employee. An employee receiving a long term differential shall not lose such compensation if temporarily assigned, for twenty (20) working days or less, to duties not entitled to such compensation.

3.4 A differential authorized under this Article shall not affect salary allocation upon change of assignment.

3.5 Differentials for which certification by an administrator is required shall be withdrawn upon certification by the administrator.

3.6 Bilingual Differential: A regular employee shall be paid a long-term salary differential for using bilingual skills upon certification from the appropriate Local District 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. Effective July 1, 2025, eligible full-time employees shall be paid at the rate of ~~\$.2875~~ \$1.00 per hour if required to speak, read, and write a non-English language, or ~~\$.175~~ \$.50 per hour if only required to converse in a non-English language.



Article XII - Wages and Salaries, Pay Allowances, Differentials, and Special Salary Practices

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 provisions in Section 3.6 above and shall continue during paid absences, provided, however, an appointing authority may certify that a previously approved differential may continue uninterrupted for employees who are reassigned, transferred or promoted to another position requiring bilingual skills. This differential shall not affect salary allocation upon change of assignment.

... CCL

9.0 Longevity Increment: All unit members who have completed the required years of District service, as defined below, shall be eligible to receive a longevity increment.

10.1 The longevity increment shall become effective on the first day of the second Special School Month following completion of the qualifying number of years of service.

10.2 A "year of service" for the purpose of the longevity increment shall be defined as paid service in regular status for 130 days or more within the fiscal year, including time served in probationary or permanent certificated service; however, total assignment hours annually shall not exceed 2080 hours for years of service credit.

10.3 The longevity increment shall be part of the employee's basic wage for the purpose of computing overtime but shall not affect salary allocation upon promotion or reclassification to a higher class. Employees paid less than eight (8) hours per day shall receive a proportionate amount of the applicable increment.

10.4 Effective, July 1, 2025, the longevity increment schedule for years of qualifying District service shall be:

~~\$.15625~~ \$.31250 per hour after 10 years
~~\$.18750~~ \$.37500 per hour after 15 years
~~\$.21875~~ \$.43750 per hour after 20 years
~~\$.25000~~ \$.50000 per hour after 25 years
~~\$.28125~~ \$.56250 per hour after 30 years

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2/6/24
[Signature]

ARTICLE XVIII

VACATION

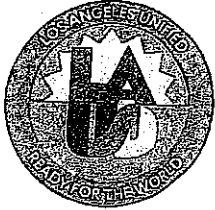
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3.0 Staff Attendance Incentive:

On an annual basis with the attendance period beginning July 1, 2024 through June 30, 2025, 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:

- a. **Staff Annual Attendance Rate of 96%: \$100.00**
- b. **Staff Annual Attendance Rate of 97%: \$200.00**
- c. **Staff Annual Attendance Rate of 98%: \$300.00**
- d. **Staff Annual Attendance Rate of 99%: \$400.00**
- e. **Staff Annual Attendance Rate of 100%: \$500.00**

JA 2/6/24
SP



Los Angeles Unified School District
OFFICE OF LABOR RELATIONS
 333 S. Beaudry Avenue, 20th Floor, Los Angeles, CA 90017
 TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

ALBERTO M. CARVALHO
Superintendent

KRISTEN K. MURPHY, Ed. D.
Associate Superintendent

ROBERT SAMPLES
Director

May 12, 2025

Letetsia Fox, President
 Los Angeles Chapter 500

Re: SALARY REALLOCATION - POLICE DISPATCHERS (CLASS CODE 4853) AND SENIOR POLICE DISPATCHERS (CLASS CODE 4851)

Dear Ms. Fox,

This side letter will confirm the agreement reached between the Los Angeles Unified School District ("District") and the California School Employee Association ("CSEA") Los Angeles Chapter 500 regarding the salary reallocation for the following classifications. Effective July 1, 2025, the salary shall be reallocated as follows:

Police Dispatcher 4853	Step 1	Step 2	Step 3	Step 4	Step 5
Current hourly rate	\$30.08833	\$31.57966	\$33.20197	\$34.90492	\$36.69854
July 1, 2025 hourly rate	\$34.45286	\$36.42071	\$38.45000	\$40.64000	\$42.94000

Senior Police Dispatcher 4851	Step 1	Step 2	Step 3	Step 4	Step 5
Current hourly rate	\$31.57966	\$33.20197	\$34.90492	\$36.69854	\$38.59295
July 1, 2025 hourly rate	\$37.05000	\$39.01000	\$40.45000	\$43.14000	\$45.39000

Should there be a negotiated wage increase effective for the 2025-2026 school year, the increase shall be applied to the reallocated salary rate noted above. In the event there is a retroactive wage increase for the 2024-2025 school year, it shall not be applied to the reallocated salary rate effective July 1, 2025.

Sincerely,

Robert Samples

Robert Samples, Director
 Office of Labor Relations

IT IS SO AGREED:

Letetsia Fox
 Letetsia Fox (May 26, 2025 20:48 PDT)

Letetsia Fox for CSEA

Emily Raab
 Emily Raab (May 23, 2025 14:12 PDT)

CSEA Representative

Mitchell Stewart
 Mitchell Stewart (May 27, 2025 11:30 PDT)

CSEA Representative

05/26/25

Date

05/23/25

Date

05/27/25

Date

c: David Greco



Los Angeles Unified School District

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Superintendent

KRISTEN K. MURPHY, Ed. D.
Associate Superintendent

JASON GEANAKOPOULOS
Interim Director

February 6, 2026

Letetsia Fox, President
Los Angeles Chapter 500

RE: SALARY REALLOCATION – ASSIGNMENT TECHNICIAN (CLASS CODE 2730) AND SENIOR ASSIGNMENT TECHNICIAN (CLASS CODE 2725)

Dear Ms. Fox,

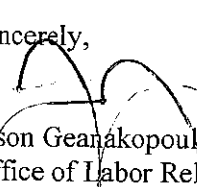
This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the California School Employee Association (“CSEA”) Los Angeles Chapter 500 regarding the salary reallocation for the following classifications. Effective July 1, 2025, the salary shall be reallocated as follows inclusive of the negotiated 2024-2025 and July 1, 2025 across the board reopener wage increases:

Assignment Technician 2730	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2025 Hourly Rate	\$32.05859	\$33.63744	\$35.34880	\$37.09639	\$39.01271

Senior Assignment Technician 2725	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2025 Hourly rate	\$35.09822	\$36.88390	\$38.70738	\$40.70692	\$ 42.71902

Should there be a negotiated wage increase for the 2026-2027 school year, the increase shall be applied to reallocated salary rate noted above.

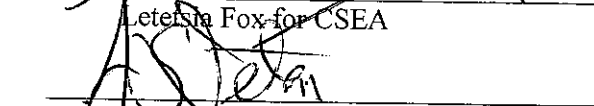
Sincerely,

 2/6/26
Jason Geanakopoulos, Director
Office of Labor Relations

IT IS SO AGREED:


Letetsia Fox for CSEA

2/6/26
Date

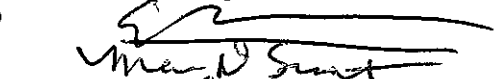
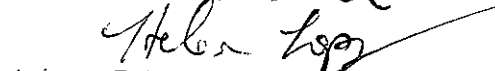

CSEA Representative

2/6/2025
Date


CSEA Representative

2/6/2026
Date

c: David Greco

2/6/2026
2/6/2026
2/6/2026



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Associate Superintendent

JASON GEANAKOPOULOS
Interim Director

February 6, 2026

Letetsia Fox, President
Los Angeles Chapter 500

RE: SALARY REALLOCATION – PAYROLL SPECIALIST I (CLASS CODE 1336)

Dear Ms. Fox,

This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the California School Employee Association (“CSEA”) Los Angeles Chapter 500 regarding the salary reallocation for the following classifications. Effective July 1, 2026, the salary shall be reallocated as follows inclusive of the negotiated 2024-25 and 2025-2026 across the board reopener wage increases:

Payroll Specialist I 1336	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2026 Hourly Rate			\$ 34.90885	\$ 36.66464	\$38.58990

Should there be a negotiated wage increase for the 2026-2027 school year, the increase shall be applied to reallocated salary rate noted above.

Sincerely,

Jason Geanakopoulos
Jason Geanakopoulos, Director
Office of Labor Relations

IT IS SO AGREED:

Letetsia Fox 2/6/26

Letetsia Fox for CSEA
Date 2/6/26

[Signature]

CSEA Representative
Date 2/6/26

Frances Jamish

CSEA Representative
Date 2/6/2026

[Signature]

Date 2/6/2026

[Signature]

Date 2/6/2026

[Signature]

Date 2/6/2026

c: David Greco



Los Angeles Unified School District

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Superintendent

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Associate Superintendent

JASON GEAKOPOULOS
Interim Director

February 6, 2026

Letetsia Fox, President
Los Angeles Chapter 500

**RE: SALARY REALLOCATION – SCHOOL OFFICE COMPUTER COORDINATOR
SERIES (2874, 2876, 2878)**

Dear Ms. Fox,

This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the California School Employee Association (“CSEA”) Los Angeles Chapter 500 regarding the salary reallocation for the following classifications. Effective July 1, 2026, the salary shall be reallocated as follows inclusive of the negotiated 2024-2025 and 2025-2026 across the board reopener wage increases:

School Office Computer Coordinator (Elementary) 2874	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2026 Hourly Rate	\$32.69976	\$34.31019	\$36.05578	\$37.83832	\$39.79296

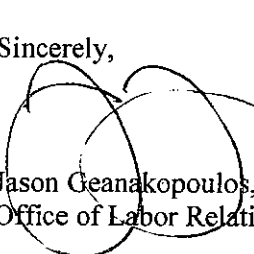
School Office Computer Coordinator (Secondary) 2876	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2026 Hourly Rate	\$32.69976	\$34.31019	\$36.05578	\$37.83832	\$39.79296

School Office Computer Coordinator (Adult) 2878	Step 1	Step 2	Step 3	Step 4	Step 5
July 1, 2026 Hourly Rate	\$32.69976	\$34.31019	\$36.05578	\$37.83832	\$39.79296

Should there be a negotiated wage increase for the 2026-2027 school year, the increase shall be applied to reallocated salary rate noted above.

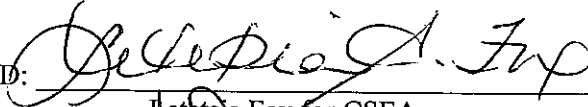
February 6, 2026
Page 2 of 2

Sincerely,


Jason Geanakopoulos, Director
Office of Labor Relations

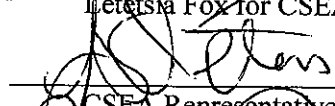
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IT IS SO AGREED:



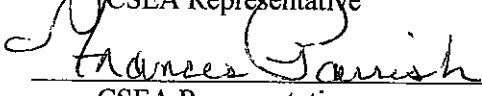
Letetia Fox for CSEA

2/6/2026
Date



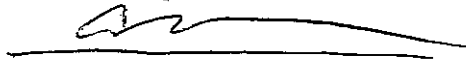
CSEA Representative

2/6/2026
Date

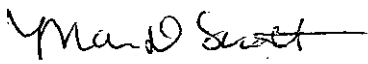


CSEA Representative

2/6/2026
Date



2/6/2026



2/6/2026



2/6/2026



2/6/2026

c: David Greco