

**2024-2027**  
**MEMORANDUM OF UNDERSTANDING**  
**Teamsters Local 572 (Unit S)**

This Memorandum of Understanding (MOU) is made and entered into this 27th day of January, 2026 by and between the Board of Education of the Los Angeles Unified School District ("District") and Teamsters Local 572 for employees in Unit S (Teamsters).

Pursuant to the parties' 2023-2024 Agreement, the District and 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, 2027 (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 2023-2024 agreement and is the final resolution to all matters associated with the parties' 2023-2024 Agreement.

A. **INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties' 2023-2024 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. **2024-2025 Salary Increase: 6%**

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

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

- Effective July 1, 2025, all Teamsters 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 Teamsters 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.

III. **2026-2027 Salary Increase: 3%**

- Effective July 1, 2026, all Teamsters 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.

  
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2024-2027

**MEMORANDUM OF UNDERSTANDING**

**Teamsters Local 572 (Unit S)**

- Effective January 1, 2027, all Teamsters 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.
- C. The District will make every effort to pay all negotiated increases, including retroactive increase and bonuses if applicable as soon as possible following adoption by the Board of Education.
- D. During the 2026-2027 school year, Teamsters 572 and the District may meet and confer to address any identified wage compression issues.
- E. The parties' 2023-2024 Agreement shall be further modified as follows:
  1. Article XIII – Leaves of Absence
  2. Article XIV – Wages and Salaries, Pay Allowances, Differentials and Certain Salary Practices
  3. Article XVII – Vacation
  4. Article XX – Tuition Reimbursement
  5. Article XXIV – Term of Agreement
  6. Appendix B – Transportation Addendum
  7. Appendix D – SAA Addendum
  8. Appendix E – Plant Manager Addendum
  9. Appendix F – Food Service Addendum
  10. Appendix I – Supervising Special Education Addendum
  11. Industrial Hygienist Sideletter
  12. Procurement and Truck Operations Assignment Sideletter
  13. Safety Sideletter
  14. Senior and Supervising Electrical Inspector Sideletter
  15. Supervising Civil Engineer Sideletter
  16. Supervising Police Dispatcher Sideletter
  17. Transportation Cost Analyst Sideletter
- F. Teamsters 572 agrees to withdraw with prejudice any complaints, grievances, or unfair practice charges arising from the negotiations of the Parties' 2024-27 successor CBA, including PERB Charge No. LA-CE-7004-E filed May 21, 2025 and the grievance filed on July 29, 2024 pertaining to Unit S Salary Placement of formerly Unit D represented employees.

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

Date of agreement: January 27, 2026

Los Angeles Unified School District

Teamsters, Local 572

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



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



2024-2027  
MEMORANDUM OF UNDERSTANDING  
Teamsters Local 572 (Unit S)

By: \_\_\_\_\_  
Adriana Salazar Avila  
Business Representative

By: \_\_\_\_\_  
Alfredo Campos  
Business Representative

By: \_\_\_\_\_  
Bryan Flores  
Business Representative

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

By: \_\_\_\_\_  
Scott Schmerelson, President

*asa* 

UNION PROPOSAL: 5-2-24  
DISTRICT COUNTER: 7-25-24  
UNION COUNTER: 8-28-24  
DISTRICT COUNTER: 9-11-24

TA ~~RS~~  
11-11-24  
TA 9-11-24  
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ARTICLE XIII

LEAVES OF ABSENCE

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 an ~~member of the employee's immediate~~ qualified family member as defined below, and if requested, provided acceptable proof of death and relationship ~~is provided~~ within 30 days from the first day of bereavement leave. if requested and the leave of absence commences within ten (10) calendar days of notification of the death. If more than one such death occurs simultaneously, the leave may be taken consecutively. If out-of-state travel or more than two-hundred (200) miles one-way travel is required and requested, an additional two (2) days shall be granted. 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. The ~~immediate family~~ qualified family member is defined as the following relatives of the employee:

- a. Spouse or cohabitant who is the equivalent of a spouse, or domestic partner; per California Family Code 297-297.5
- b. Parent (includes in-law, step, foster, or cohabitant who is the equivalent of a spouse);
- c. Grandparent (includes in-law, step);
- d. Child (includes son/daughter-in-law, step and foster child);
- e. Grandchild (includes grandchild of spouse, step and grandchildren);
- f. Brother (includes in-law, step. In law is defined as the sibling of the spouse);
- g. Sister (includes in-law, step. In law is defined as the sibling of the spouse); and
- h. Any relative living 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)

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Article XIII - Leaves of Absence

8.1 Bereavement leave may be taken consecutively or intermittently so long as the leave commences and is completed within three (3) months from the qualifying family members' date of death. In the event circumstances require an employee to delay his/her their bereavement leave, the employee may defer all rights for up to one (1) calendar year with acceptable documentation of the delay. Bereavement documentation, if requested, shall be maintained as required by law.

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asa 9-11-24  
TA (RS) 9-11-24

11.1 Each employee shall accrue 0.05 hours of full-pay illness absence credit for each hour for which salary is received excluding overtime.

CCL

Union Proposal 5-2-24  
District Counter 7-25-24  
Union Counter 8-28-24  
District Counter 9-11-24 (TA'd Sections 8.0, 8.1 & 11.1)  
District Amended Counter 10-30-25 (Sections 9.0 PDL& 20.0 FMLA/CFRA)

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## ARTICLE XIII

### LEAVES OF ABSENCE

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#### 9.0 Pregnancy and Related Disability Leave (Paid and Unpaid):

9.1 Paid Disability Leave: For that period of time during which the employee is physically or mentally disabled and unable to perform her their regular duties due to pregnancy, miscarriage, childbirth and recovery therefrom, or if the employee's job would cause undue risk to the employee or the completion of a successful pregnancy, she they shall be permitted to utilize her their illness leave pursuant to Section 11.0 of this Article. Employees may take up to 18 workweeks of protected leave under the Pregnancy Disability Leave (PDL) and if eligible, may also be entitled to take 12 workweeks of protected time under FMLA and/or CFRA.

9.2 Physician Certification: A pregnant employee shall be permitted to continue on active duty until such date as she and her their physician determine that she they must be absent herself due to pregnancy disability, provided that she can and does continue to perform the full duties and responsibilities of her position. The District will engage in the interactive process to ensure the pregnant employee can stay in active duty as long as possible with or without a reasonable accommodation. The District may require the employee must also supply to provide to the District her their physician's certification as to the beginning and ending dates of actual pregnancy-related disability for which paid illness absence is claimed, and her their physician's release to return to active duty.

9.3 Optional Unpaid Portion: A pregnant employee in active status shall, upon request, be granted an unpaid pregnancy leave prior to the period of actual disability, and still qualify for paid illness absence during the actual disability. This is the only exception to Section 3.0 of this Article.

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20.0 Family Care and Medical Leave/California Family Rights Act (FMLA/CFRA): An A paid or unpaid Family Care and Medical Leave (FMLA) and/or California Family Rights Act (CFRA) leave shall be granted, to the extent of and subject to the restrictions as set forth below, to an employee who has been employed for at least 12 months and who has served for worked at least 130 equivalent workdays during the 12 months immediately preceding the effective date of the first day of leave. For purposes of this Section, furlough days, miscellaneous natural disaster (MSND) and days worked during off-basis time (Z-time) shall count as "workdays". Family Care and Medical Leave FMLA and CFRA absences of 20 consecutive working days or less can be granted by the immediate administrator, manager, supervisor or designee. Leaves of 20

## Article XIII – Leaves of Absence

or more consecutive working days can be granted only by submission of a formal leave application to the Classified Personnel Assignments Employment Transaction Services Branch.

20.1 Definitions: For purposes of Family Care and Medical Leave FMLA and/or CFRA, the following definitions shall apply:

(1) "Child" means: a Child: A biological, adopted or foster child; a stepchild; a legal ward; child of a domestic partner (CFRA only), grandchild (CFRA only); or a child of an employee standing "in loco parentis," such child being either under 18 years of age or an adult dependent who is incapable of self care due to a mental or physical disability. A biological or legal relationship is not necessary for a person to have stood "in loco parentis" to the employee as a child.

(2) "Spouse" means a b. Spouse: A husband or wife of an employee, including same-sex or common-law marriage entered into in a State that recognizes such marriages;

(3) "Parent" means a c. Parent: A biological, foster, or adoptive parent; parent-in-law (CFRA only), grandparent (CFRA only) or a person who stood "in loco parentis" to the employee when the employee was a child; a stepparent; or a legal guardian; and does not include a parent-in-law.

(4) "Family member" means: d. Family member: "child", "spouse", or "parent" as defined above.

e. Sibling (CFRA only): A person related to another person by blood, adoption, or affinity through a common legal or biological parent.

f. Designated Person (CFRA only): Any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employees are limited to one (1) designated person per 12-month period. The designated person may be identified by the employee at the time the employee requests a leave for family care, medical, bereavement, and/or Kin Care.

g. Next of Kin (FMLA Servicemember Leave Only): Nearest blood relative other than the covered servicemember's spouse, parent, son, or daughter.

(5) "Serious health condition" means an h. Serious health condition: An illness, injury (including, but not limited to, on-the-job injuries and pregnancy), impairment, physical, or mental or other condition that involves either "in-patient care" or "a regimen of continuing treatment" by a health care provider.

(8) Incapacity i. Incapacity: An inability to work, attend school, or perform other regular activities due to a serious health condition, treatment thereof, or recovery therefrom.

(6) "Inpatient care" means a j. Inpatient care: An overnight stay in a hospital, hospice, or residential medical care facility, including any period of incapacity as defined In this Section or other medical facility and includes any subsequent treatment in connection with inpatient care.

k. Intermittent leave: Leave taken in separate periods of time due to a serious health condition, rather than one continuous period of time.

(7) "Continuing treatment" means l. Continuing treatment: In person treatment by a "health care provider" that involves one or more of the following:

## Article XIII – Leaves of Absence

(a) (1) a period of incapacity of more than three consecutive calendar days (as well as any subsequent treatment or period of incapacity relating to the same condition) that also involves either two or more treatments by a "health care provider", or treatment by a "health care provider" on at least one occasion that results in a regimen of continuing treatment under the supervision of a "health care provider";

(b) (2) any period of incapacity due to pregnancy (including morning sickness);

(c) (3) any period of incapacity or treatment for an incapacity due to a chronic health condition that requires periodic visits for treatment, which continues over an extended period of time, and may cause episodic (i.e., a period of incapacity for less than three days) rather than a continuing incapacity (such as asthma, diabetes, and migraine headaches);

(d) (4) a period of incapacity that is long-term due to a condition for which treatment may not be effective; and

(e) (5) any period of absence to receive multiple treatments, including treatment of a condition that would likely result in a period of incapacity for a period of more than three days if not treated.

(8) "Health care provider" means a m. Health care provider: A licensed physician, surgeon, osteopathic physician or surgeon, podiatrist, dentist, clinical psychologist, optometrist, chiropractor (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray), nurse practitioner, nurse midwife, clinical social worker, physician assistant, or a Christian Science Practitioner listed with the First Church of Christ, Scientist in Boston, Massachusetts, or any other person determined by the Secretary of Labor to be capable of providing health care services.

20.2 Reasons for Leave: An eligible employee's FMLA and/or CFRA leave entitlement is limited to a total of 12 workweeks during any 12-month period measured forward for one or more of the following reasons:

a. Birth of an employee's child. Leave must be completed prior to the child's 1<sup>st</sup> birthday.

b. Placement of a child with the employee for adoption or foster care, including time to prepare for the placement, as well as bonding time after the birth or placement of the child. Bonding must be completed within one (1) year of the child being placed with the employee.

c. To care for the employee's own serious health condition, including incapacity due to pregnancy\*, childbirth\*, or related medical conditions, that makes the employee unable to perform one or more essential functions of the employee's job. (\*CFRA applies after employee has exhausted PDL leave. See PDL benefit in Section 9.0 above)

d. To care for the employee's child, parent, parent-in-law\*\*, spouse, domestic partner\*\*, grandparent\*\*, grandchild\*\*, sibling\*\*, or designated person who has a serious health condition, including incapacity due to pregnancy, child birth, or related medical conditions. (\*\* CFRA only)

e. Any qualifying exigency related to the covered active duty or call to covered active duty of the employee's spouse, child, or parent in the United States Armed Forces.

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## Article XIII – Leaves of Absence

f. An eligible employee's FMLA Servicemember leave entitlement is limited to a total of 26 workweeks during any 12-month period measured forward for the following reason:

i. To care for the employee's child, parent, spouse, or next of kin who is undergoing medical treatment, recuperation, or therapy, or is otherwise on the temporary disability retired list for a serious injury or illness while on active military duty in the Armed Forces.

Family Care and Medical Leave may be granted for reason of the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. If the leave is taken for any of these reasons, the leave must be concluded within twelve (12) months of the birth, the adoption, or the foster care placement of the child. In addition, leave may be granted because of the serious health condition of a child of the employee, the employee's own serious health condition, or the care of a parent or spouse who has a serious health condition.

### 20.3 Length of Leave:

a. An eligible employee's FMLA and/or CFRA leave entitlement is limited to a total of 12 workweeks during any 12-month period measured forward from the beginning date of absence for any of the reasons specified in Section 22.2 above.

b. FMLA and CFRA leave run concurrently when the qualifying reason(s) for both FMLA and CFRA is the same with the exception of pregnancy, childbirth or related medical conditions under PDL in Section 9.0 above. In such cases, CFRA may only be taken after the employee has exhausted the leave permitted under PDL.

c. FMLA Servicemember leave entitlement is limited to a total of 26 workweeks during any 12 month period measured forward.

The leave, together with any renewal thereof, shall not exceed the number of days equivalent to a total of twelve (12) normally scheduled workweeks in a twelve (12) month period measured forward from the beginning date of the employee's first Family Care and Medical Leave, effective July 1, 2007. An employee will be entitled to twelve (12) weeks of leave during the 12-month period beginning on the first date Family Care and Medical Leave is taken; the next 12 month period would begin the first time Family Care and Medical Leave is taken after completion of any previous 12-month period. For the period of time up to, and including June 30, 2007, the leave, together with any renewal thereof, shall not exceed the number of days equivalent to a total of twelve (12) normally scheduled workweeks in a fiscal year. An employee will retain the full benefit of twelve (12) weeks of leave under whichever calculation method (either fiscal year or 12-month period measured forward) affords the greatest benefit to the employee during a 60-day transition period. This transition period shall be from July 1, 2007 through August 31, 2007.

Any leave an employee takes for the reasons specified in Section 20.2 above will be counted against the employee's annual leave entitlements under the federal Family and Medical Leave Act of 1993 and the California Family Rights Act of 1991, as amended. This leave runs

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## Article XIII – Leaves of Absence

~~concurrently with any other leave the District offers for which the employee is qualified. Leave caused by pregnancy, childbirth or related medical conditions under Section 9.0 of this Article is separate and apart from the provisions of Family Care and Medical Leave herein. Employees are entitled to the leave allowed under Section 9.0 and, in addition, up to the full twelve (12) weeks of Family Care and Medical Leave. However, leave taken on account of pregnancy, childbirth, or related medical condition will be counted against the employee's annual leave entitlement under the federal Family and Medical Leave Act of 1993.~~

20.4 Intermittent Leave: The leave may be taken intermittently or on a reduced work schedule. If the leave is taken for bonding ~~reason of the birth, adoption, or foster care placement of a child of the employee,~~ the basic minimum duration of the leave shall be two (2) weeks; however, the District shall grant the employee leave of less than two (2) weeks' duration on two (2) occasions. If the leave is taken for a serious health condition of the employee or of the employee's family member, leave may be taken intermittently or on a reduced schedule when medically necessary, as determined by the health care provider of the person with the serious health condition. An employee may take such leave for as short a time as one (1) hour (can be less than one [1] hour, if necessary).

If an employee does take intermittent or a reduced-schedule leave that is foreseeable based on a planned medical treatment of the employee or the employee's family member or for the birth, adoption, or foster care placement of a child, the District has the right to transfer temporarily the employee to an available alternative position for which the employee is qualified and which better accommodates the recurring periods of leave during the duration of the intermittent or reduced-scheduled leave. The alternative position must have equivalent pay and benefits but does not have to have equivalent duties. The alternative position ~~may~~ shall first include an attempt to reasonably ~~the altering of~~ alter the employee's current job. ~~The District may also transfer the employee to a part-time job with the same hourly rate of pay and benefits.~~ Upon the conclusion of the intermittent or reduced-schedule leave, the District will place the employee in the same or equivalent job the employee had prior to the leave ~~when the leave started.~~

20.5 Notification: If the need for the ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave is foreseeable more than thirty (30) calendar days prior to the employee's need for leave, the employee shall give at least thirty (30) days notice. If less than thirty (30) days, the employee must provide the immediate supervisor with as much advance notice as possible but, at the least, within two (2) business days of learning of the need for the leave. These advance notice requirements shall not be applicable in the event of unforeseeable circumstances or emergencies. Whenever possible, if the need for leave is foreseeable due to a planned medical treatment ~~or supervision~~, the employee must make a reasonable, good faith effort, subject to the approval of the employee's or family member's health care provider, to schedule the treatment ~~or supervision~~ to avoid disruption to the District's operations. In giving notice, the employee must include the qualifying event for which the leave is needed, e.g., birth of a child, serious health condition of parent, etc.

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## Article XIII – Leaves of Absence

20.6 Medical Certification: For leaves to care for a child, spouse or parent who has a serious health condition, the employee must submit to the immediate administrator or, if applying for a formal leave must attach to the leave application, medical certification from the health care provider which includes:

- (1) the date, if known on which the serious health condition commenced;
- (2) the probable duration of the condition;
- (3) an estimate of the time that the health care provider believes the employee needs to care for the individual; and
- (4) a statement that the serious health condition warrants the participation of the employee to provide care.

If the leave is for the serious health condition of the employee, the employee must submit to the immediate administrator and/or, if applying for a formal leave, must attach to the leave application, medical certification as specified in (1) and (2), above, plus a statement that, due to the serious health condition, the employee is unable to work at all or is unable to perform one or more of the essential functions of the employee's position. Medical certification must be submitted no later than fifteen (15) calendar days after the leave request has been made. If the deadline by which the employee is to submit the medical certification is after the leave has started, the employee will be considered to have taken ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave pending the District's receipt of the proper certification. However, if the employee fails to provide proper certification, the employee will be treated as if he or she did not qualify for, and thus never took, ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave, will be treated as if he or she sought a leave of absence under another provision of this Agreement, and will not be given the protections set forth in this Article Section.

In the case of leave due to a serious health condition of the employee, the District reserves the right as allowed by law, to require, at its own expense, that the employee obtain the opinion of a second or even third health care provider designated by the District but not employed on a regular basis by the District. The second health care provider, if required, shall be selected by the District. The third health care provider, if necessary, shall be jointly approved by the District and the employee and this provider's opinion shall be binding. If the employee's leave has already begun during this medical review process, the employee will be considered to have taken ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave, pending the result of the examinations by the second and, if necessary, third health care provider.

If additional leave beyond that provided in the certification is required, the employee must submit a new certification by the relevant health care provider.

20.7 Restrictions: In the event that parents who are both District employees each wish to take ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave for the birth, adoption, or foster care placement of their child, the combined total amount of leave that will be granted such employees will be twelve (12) workweeks during a 12-month period, as defined in Section 20.3 above. These employees will still be eligible to take the remainder of their individual twelve

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Ara 1/27/24

### Article XIII – Leaves of Absence

(12) workweek allotment for ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave for a purpose other than the birth, adoption or foster care placement of a child.

20.8 Compensation: The ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave shall ~~can~~ be an ~~unpaid leave~~ paid, unpaid or a combination of both. An employee who takes ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave for the employee's own serious health condition and who has accrued illness days and/or vacation days, shall be required to utilize those days before going unpaid. An employee who takes FMLA and/or CFRA leave to care for the employee's spouse, domestic partner, parent, child, grandparent, grandchild, sibling, designated person and/or child shall be required to utilize any available Personnel Necessity and vacation time. ~~All other time is unpaid, and who has accrued vacation may elect, or the District may require, the employee to utilize vacation for this purpose, in lieu of unpaid status. An employee who takes leave for the employee's own serious health condition may elect, or the District may require, the employee to utilize accrued illness days for the leave.~~ During the leave, the District will continue to provide the health benefits package, and maintain the District contribution obligation pursuant to Article XV (Health and Welfare), during the ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave (except as provided below) to an employee who is otherwise eligible for health benefits. However, an employee who does not return from such leave, or who works less than thirty (30) days after returning from the leave (unless the employee retires within thirty (30) days after returning from leave) will be required to reimburse the District for the District's cost of providing the health benefits package. The District, however, will not provide such health benefits for an employee for any leave period beyond twelve (12) workweeks. Accordingly, if an employee combines pregnancy leave with a ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave, the employee will only be entitled to continued health benefits for the first twelve (12) workweeks of leave. Thereafter, the District will provide the employee with health benefits to the same extent and under the same conditions as it provides to employees on other, similar leaves of absence.

20.9 Seniority: Accrual of seniority credit for the period of ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave shall be in accordance with Personnel Commission Rule 740.

20.10 Certification to Return to Work: The provisions of Section 11.6 and 11.7 shall apply to employees returning to work from a ~~Family Care and Medical Leave~~ FMLA and/or CFRA leave (absence) due to the employee's own serious health condition.

20.11 Early Return From Leave: If the amount of leave needed is actually less than initially requested, the employee must notify the District of such an occurrence. Once the employee provides such notification, the District must reinstate the employee to the same or equivalent position within two (2) days.

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UNION PROPOSAL: 5-30-24  
DISTRICT COUNTER: 6-6-24  
UNION PROPOSAL: 7-25-25  
DISTRICT COUNTER: 10-28-24  
UNION COUNTER: 12-6-24  
DISTRICT COUNTER: 3-27-25  
DISTRICT COUNTER: 6-5-25 UPDATED/REVISED 6-6-25  
UNION COUNTER: 7-11-25  
DISTRICT COUNTER: 8-25-25  
UNION COUNTER: 10-10-25  
DISTRICT COUNTER: 10-30-25  
UNION COUNTER: 12-8-25 Maintain prior proposal  
UNION COUNTER: 1-23-26  
DISTRICT COUNTER: 1-27-26

## ARTICLE XIV

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

1.0 Wages and Salaries: The wages and salaries for Unit employees have been negotiated in good faith between the Teamsters and the District and shall be as set forth in Appendices A and J of this Agreement. The wages and salaries set forth in Appendices A and ~~K~~ J are intended to, and do, meet any prevailing wage obligations which are or may be imposed upon the District.

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#### 2.0 Miscellaneous Paid Allowances

a. The District shall, for the duration of this Agreement only, continue to provide and/or make available to employees the uniforms, uniform allowance and protective gear which the District currently provides to unit employees under District practice.

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#### 2.2 Mileage Reimbursement: CCL

a. Daily Flat Rate: In recognition of the fact that unit employees use their own vehicle to haul District authorized materials, tools, supplies, and equipment, effective July 1, 2015~~25~~, employees in the classifications listed below shall be eligible for "flat rate" mileage in addition to the per mile reimbursement specified in 2.2 above. Flat rate mileage shall be authorized for eligible field assigned employees for each day or part of a day of such use of their personal vehicle. Those eligible employees shall receive flat rate mileage each day their personal vehicle is driven in District service. Effective, July 1, 2026, the rate shall be \$7.10.00 per day for vehicles hauling in excess of 75 pounds in a single trip for District authorized materials, tools, supplies and equipment, and the rate shall be \$15.00 per day for vehicles hauling in excess of 200 pounds in a single trip for District authorized materials, tools, supplies and equipment.

UNION PROPOSAL: 5-30-24  
DISTRICT COUNTER: 6-6-24  
UNION PROPOSAL: 7-25-25  
DISTRICT COUNTER: 10-28-24  
UNION COUNTER: 12-6-24  
DISTRICT COUNTER: 3-27-25  
DISTRICT COUNTER: 6-5-25 UPDATED/REVISED 6-6-25  
UNION COUNTER: 7-11-25  
DISTRICT COUNTER: 8-25-25  
UNION COUNTER: 10-10-25  
DISTRICT COUNTER: 10-30-25  
UNION COUNTER: 12-8-25 Maintain prior proposal  
UNION COUNTER: 1-23-26  
DISTRICT COUNTER: 1-27-26

Area Carpentry Supervisor  
Area Electrical Supervisor  
Area Heating and Air Conditioning Supervisor  
Area Operations Supervisor  
Area Painting Supervisor  
Area Plumbing Supervisor  
Assistant Hardware Supervisor  
Assistant Plant Manager  
Associate Electrical Engineer  
Carpentry Supervisor (Building Moving)  
Carpentry Technical Supervisor  
Central Shops Supervisor  
Computer Inventory Hardware Control  
Supervisor  
Design Network Engineer  
Electrical Engineer  
Electrical Technical Supervisor  
Electronics Technical Supervisor  
Food Services Manager Series

Glazing Supervisor  
Hardware Supervisor  
Heating and Air Conditioning Technical  
Supervisor  
HVAC Technical Supervisor (High-Rise)  
HVAC Test and Inspection Supervisor  
Painting Technical Supervisor  
Paving Supervisor  
Plant Manager  
Plumbing Technical Supervisor  
Roofing Inspection Supervisor  
Roofing Supervisor  
Roofing Technical Supervisor  
School Administrative Assistant  
Senior Electrical Inspector  
Senior Painting Inspector  
Supervising Electrical Engineer  
Supervising Electrical Inspector  
Supervising Plumbing Inspector

3.6 Bilingual Differential: A regular employee shall be paid a long-term salary differential for using bilingual skills upon certification from the appropriate 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 or sign language. In order to qualify for a bilingual differential, the employee must meet English and non-English or sign language proficiency standards prescribed by the Personnel Commission. Such English and non-English language proficiency standards shall include required reading, writing, and/or

asa  
1/20/26

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

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 ~~\$.625~~ 1.00 per hour if required to speak, read, and write a non-English language or use sign language with Level I proficiency, or ~~\$.3125~~ .50 per hour only required to converse in a non-English language or use sign language with Level II proficiency.

...

6.0 Salary Placement Upon Promotion or Reclassification: Upon promotion or reclassification to a higher class, an employee shall advance to that step of the new salary schedule which is at least two and three-fourths percent (2 3/4 %) percent above ~~his/her~~ their rate of pay, but not to exceed the maximum rate of pay established for the higher class. Such employee shall then receive a step advancement, if applicable, effective as of the first day of the pay period after completion of one hundred and thirty (130) days in paid status in regular assignments in the higher class, exclusive of overtime. A new cycle for subsequent step advancements will thus be established.

...

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

~~\$.18750~~ .3750 per hour after 10 years TA 12-6-24

~~\$.21875~~ .4375 per hour after 15 years

~~\$.25000~~ .5000 per hour after 20 years

~~\$.28125~~ .5625 per hour after 25 years

~~\$.3125~~ .6250 per hour after 30 years

~~\$.3437~~ .6874 per hour after 35 years

...

17.0 Automatic 457(b) Enrollment: All Unit S bargaining unit members may enroll in the District's 457 (b) Deferred Compensation Plan.

*(Handwritten signature)*  
asa



**Los Angeles Unified School District**

OFFICE OF LABOR RELATIONS

333 S. Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017

TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTIN MURPHY, Ed. D.**  
*Associate Superintendent*

**ROBERT SAMPLES**  
*Director*

October 28, 2024

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**Re: SALARY REALLOCATION FOR SUPERVISING CIVIL ENGINEER (CLASS CODE 1527)**

Dear Ms. Garcia

This side letter will confirm the agreement reached between the Los Angeles Unified School District ("District") and the Teamsters Local 572 ("Teamsters") in regard to the salary reallocation of the job classification Supervising Civil Engineer (class code 1527). The Personnel Commission (PC) study resulting in a recommendation/finding that a scarcity differential is no longer necessary, but instead the salary be reallocated to account for the discontinuance of the scarcity differential, and to align to market rates, and for internal alignment with established classes in the series.

In consideration of the recommendation provided by the PC, the Supervising Civil Engineer classification shall receive an additional fourteen percent (14%) wage increase applied to all pay scale groups and levels of the salary tables effective July 1, 2024. Should the District and Teamsters agree to an on-schedule salary increase effective on or after July 1, 2024, it shall be applied after the application of the fourteen (14%) wage increase.

Sincerely,

Robert Samples, Director  
Office of Labor Relations

IT IS SO AGREED:

  
Lourdes M. Garcia for Unit S

  
Date

c: David Greco



**Los Angeles Unified School District**  
**OFFICE OF LABOR RELATIONS**  
 333 S. Beaudry Avenue, 20<sup>th</sup> 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*

November 21, 2024

Lourdes M. Garcia, Secretary Treasurer  
 Teamsters Local Union 572  
 450 E. Carson Plaza Drive, Suite A  
 Carson, CA 90746

**Re: SALARY REALLOCATION FOR INDUSTRIAL HYGIENIST (CLASS CODE 1782)**

Dear Ms. Garcia

This side letter will confirm the agreement reached between the Los Angeles Unified School District ("District") and the Teamsters Local 572 ("Teamsters") in regard to the salary reallocation of the job classification of Industrial Hygienist (class code 1782). Effective July 1, 2024, the salary be reallocated as follows:


<b>Industrial Hygienist 1782</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Current hourly rate	\$48.75951	\$51.36485	\$54.05609	\$56.95865	\$59.96625
July 1, 2024 hourly rate	\$62.97982	\$66.01039	\$69.85226	\$73.91774	\$78.21983

Should the District and Teamsters agree – subsequent to the signing of this agreement, to an on-schedule salary increase effective on or after July 1, 2024, it shall be applied to the new July 1, 2024 rates above.

Sincerely,

  
 Robert Samples, Director  
 Office of Labor Relations

IT IS SO AGREED:

  
 Lourdes M. Garcia for Unit S

11/22/24  
 Date

c: David Greco



**Los Angeles Unified School District**

**OFFICE OF LABOR RELATIONS**

333 S. Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017  
TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed. D.**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

July 2, 2025

Lourdes M. Garcia, Secretary  
Teamsters Local 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**Re: SALARY REALLOCATION – SUPERVISING POLICE DISPATCHER  
(CLASS CODE 4852)**

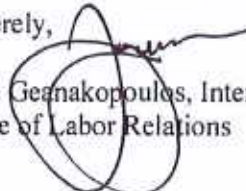
Dear Ms. Garcia,

This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the Teamsters Local 572 (“Teamsters”) Unit S regarding the salary reallocation for the following classification. Effective July 1, 2025, the salary shall be reallocated as follows:

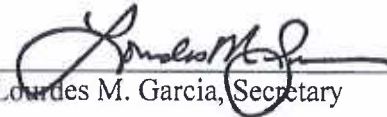
<b>Supervising Police Dispatcher 4852</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Current hourly rate</b>	\$ 34.21097	\$35.95336	\$37.86421	\$39.79190	\$41.82821
<b>July 1, 2025 hourly rate</b>	\$41.41000	\$43.58000	\$45.88000	\$48.26000	\$50.82000

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. Any retroactive wage increase for the 2024-2025 school year shall be applied only to the salary table that was effective during the 2024-2025 school year and not to any subsequent years.

Sincerely,

  
Jason Geanakopoulos, Interim Director  
Office of Labor Relations

IT IS SO AGREED:

  
Lourdes M. Garcia, Secretary

7/16/2025  
Date

c: David Greco



**Los Angeles Unified School District**

**OFFICE OF LABOR RELATIONS**

333 S. Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017  
TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed. D.**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

October 30, 2025

Lourdes M. Garcia, Secretary  
Teamsters Local 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**Re: SALARY REALLOCATION – TRANSPORTATION COST ANALYST (CLASS CODE 1120)**


Dear Ms. Garcia,

This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the Teamsters Local 572 (“Teamsters”) Unit S regarding the salary reallocation for the following classification. The Personnel Commission (PC) study resulted in a recommendation/finding that the salary be reallocated as follows, effective July 1, 2025:

Transportation Cost Analyst (CC 1120)	Step 1	Step 2	Step 3	Step 4	Step 5
Current hourly rate	\$ 42.06419	\$44.22891	\$46.50858	\$48.99896	\$51.60427
July 1, 2025 hourly rate	\$46.98751	\$49.53534	\$52.14069	\$54.88012	\$57.84941

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. Any retroactive wage increase for the 2024-2025 school year shall not be applied to the reallocated salary rate effective July 1, 2025.

Sincerely,

*1/23/26*  
  
Jason Geanakopoulos, Interim Director  
Office of Labor Relations

IT IS SO AGREED:

  
Lourdes M. Garcia, Secretary

*1/20/26*  
Date

c: David Greco



**Los Angeles Unified School District**

**OFFICE OF LABOR RELATIONS**

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*Superintendent*

**KRISTEN K. MURPHY, Ed. D.**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

January 27, 2026

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**Re: SALARY REALLOCATION FOR SENIOR ELECTRICAL INSPECTOR (Class Code 1665) AND SUPERVISING ELECTRICAL INSPECTOR (Class Code 1664)**

Dear Ms. Garcia

This side letter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the Teamsters Local 572 (“Teamsters”) in regard to the salary reallocation of the job classifications of Senior Electrical Inspector (class code 1665) and the Supervising Electrical Inspector (class code 1664). The Personnel Commission (PC) study resulted in a recommendation/finding that the salary be reallocated as follows, effective July 1, 2025:

<b>Senior Electrical Inspector CC 1665</b>	<b>HOURLY RATE</b>
Current hourly rate	\$60.06202
July 1, 2025 hourly rate	\$64.61321

<b>Supervising Electrical Inspector CC 1664</b>	<b>HOURLY RATE</b>
Current hourly rate	\$63.66352
July 1, 2025 hourly rate	\$68.49000

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. Any retroactive wage increase for the 2024-2025 school year shall not be applied to the reallocated salary rate effective July 1, 2025.

Sincerely,

Jason Geanakopoulos, Interim Director  
Office of Labor Relations

IT IS SO AGREED: \_\_\_\_\_  
Lourdes M. Garcia for Unit S

\_\_\_\_\_  
Date

c: David Greco

*Handwritten signature and date: JG 1/27/26*

6/6/24  
@ 1:49pm  
ta  
asa

ARTICLE XVII

VACATION

1.0 ...

1.1 Accrual of vacation shall be determined based on the factors and in the manner set forth in the following table:

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 or more .....	20 days
<u>21 years</u> .....	<u>21 days*</u>
<u>22 years</u> .....	<u>22 days*</u>
<u>23 years</u> .....	<u>23 days*</u>
<u>24 years or more</u> .....	<u>24 days*</u>

\*The vacation accrual will increase as stated above effective July 1, 2025

...

1.15 Attendance Incentive Plan

a. A vacation-earning employee who accumulates a total of fifty (50) days or more days of full-pay illness absence credit earned subsequent to June 30, 1995 shall, on a one-time basis as of June 30 of the school year in which he or she accumulated those fifty (50) days, be credited with two (2) additional days of vacation. An employee, whose full pay illness absence credit earned subsequent to June 30, 1995, thereafter drops below fifty (50) or more days shall not be entitled to additional vacation under this section, except pursuant to paragraph (b).

b. Each additional increment of twenty-five (25) days of unused full-pay illness absence credit beyond fifty (50) days and earned subsequent to June 30, 1995, shall entitle the employee to one (1) additional vacation day.

Union Proposal: 5-2-24  
District Counter: 6-6-24  
Union Counter: 6-6-24  
District Counter: 6-6-24

c. At the option of the appropriate Division Head, B, C, and E basis, subsequent to July 1, 2024, employees may choose to be paid for the additional days of vacation earned in Sections 1.15(a) and 1.15(b) at the time vacation is earned on the basis of their daily rate of pay during the preceding fiscal year.

d. 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:

Staff Annual Attendance Rate of 96%: \$100.00

Staff Annual Attendance Rate of 97%: \$200.00

Staff Annual Attendance Rate of 98%: ~~\$200.00~~ 300.00

Staff Annual Attendance Rate of 99%: ~~\$300.00~~ 400.00

Staff Annual Attendance Rate of 100%: ~~\$400.00~~ 500.00

1/17/24  
ASA

**ARTICLE XX**  
**TUITION REIMBURSEMENT**

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

g. Effective July 1, 20~~19~~24, tuition reimbursement shall be limited to a maximum of one thousand four hundred dollars (~~\$1,000~~) (\$1,400) for any individual employee during any twelve (12) month period.

6/6/24      ta      1:50pm  
asa      (ps)

ARTICLE XXIV

TERM OF AGREEMENT

1.0 Term: This Agreement shall become effective upon adoption by the Board of Education and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2027, and thereafter extended on a day-to-day basis until canceled by either party upon ten (10) days' written notice.

2.0 Negotiations for Successor Agreement: Negotiations for a successor Agreement shall commence upon request of either the District or the Union at any time after January 1, 2027. Such negotiations shall commence as soon as reasonably practicable after a request to commence negotiations is made, but in no event more than ten (10) days from the date of the request, absent mutual agreement to extend this time.

1/27/24  
ASA

UNION PROPOSAL: 4-11-24  
DISTRICT RESPONSE: 6-6-24  
DISTRICT COUNTER: 1-22-25  
UNION PROPOSAL: 3-27-25  
DISTRICT PROPOSAL: 06-05-25  
DISTRICT PROPOSAL: 8-25-25  
DISTRICT PROPOSAL: 10-30-25  
UNION PROPOSAL: 12-08-25 Maintain Prior Proposal  
UNION COUNTER: 1-23-26 (UNION REASSERTS PRIOR PROPOSAL)  
DISTRICT PROPOSAL: 1-27-26



## *Los Angeles Unified School District*

### OFFICE OF LABOR RELATIONS

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**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed.D**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

January 27, 2026

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

### **RE: SAFETY COMMITTEE**

Dear Ms. Garcia:

The District and Teamsters Local 572 agree that the responsibility for providing for safe working conditions that are in conformance with applicable law and which are within fiscal constraints shall be the District's. Employees shall be responsible for complying with safety procedures and practices and for reporting any unsafe condition, facility, or equipment of which he/she is aware.

Three member safety subcommittee as designated by Teamsters shall meet four times during the 2025-2026 school year with the District Office of School Operations administration for the following areas to discuss matters of concern. The designated subject areas for the safety committee are:

1. Transporting employees to drug testing facilities
2. Safety protocols for employees working the night shift
3. Impacts of Lockdown

The results and/or recommendations of the committee will be reviewed for possible implementation. The language in this sideletter is non-precedent setting and will sunset on June 30, 2026.

Sincerely,

Jason Geanakopoulos  
Office of Labor Relations

By \_\_\_\_\_  
Teamsters Local 572

*(Handwritten signatures and initials)*



## *Los Angeles Unified School District*

### OFFICE OF LABOR RELATIONS

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**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed.D**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

January 27, 2026

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

### **RE: PROCUREMENT AND TRUCK OPERATIONS ASSIGNMENT SELECTION**

Dear Ms. Garcia:

The District and Teamsters Local 572 agree that classifications listed below for the period of July 1, 2025 through June 30, 2026 shall be on A-basis and the following shall apply for assignment selection in the Procurement Services Division:

- i. Assistant Logistics Supervisor
- ii. Driver Trainer (Truck)
- iii. Logistics Supervisor
- iv. Mail Operations Supervisor
- v. Principal Stock Clerk
- vi. Receiving Inspector
- vii. Senior Stores Supervisor
- viii. Stores Supervisor

#### **I. Materiel Management Branch**

- 1.0 The Director or designee shall determine the timeline for filling or changing all vacant positions. This section shall not be subject to the grievance procedure.
- 1.1 Adjustments in hours or changes to assignments may be made by the Director or designee in order to meet the operational needs of the District. The Union shall be provided reasonable advance notification of any substantial changes. This section shall not be subject to the grievance procedure.
- 1.2 No adjustment or change shall be made for disciplinary or punitive reasons.
- 1.3 Filling Vacancies that Occur During the Year: Notices of vacancies or limited term

*Handwritten signature and date: [Signature] 1/27/26*

assignments occurring during the year shall be emailed to the respective classification five (5) working days prior to the bid. The notices shall describe, as appropriate, start time, salary differential, work location, and effective date. The most senior qualified employee who signs the notice shall be assigned to the position.

**II. Distribution Center**

2.0 The Distribution Center will continue its current practice of using date of hire in classification to distribute assignments.

**III. Truck Operations**

3.0 Truck Operations will continue its current practice of using date of hire in classification to distribute assignments for the Driver Trainer (Truck), and Logistic Supervisor classifications. Some assignments shall only apply during regular school days (e.g. NNC).

3.1 All Logistics Supervisor and Driver Trainer assignments will be open for bid annually. The annual selection shall occur during March of the fiscal year with assignments taking effect the first week after Spring Break. An employee who is absent from a bid meeting for reasons other than leave over twenty days or industrial injury/illness leave may, prior to the start of the selection meeting, submit to the designated Bid Coordinator a written "Authorization to Bid" form designating another employee to bid on his/her behalf.

3.2 *Assistant Logistics Supervisors* will participate and complete a rotational (six months minimum) schedule which allows them to become proficient with all areas and needs of the Department.

a) Once all *Assistant Logistics Supervisors* have completed a full rotation of shifts and/or assignment locations, they shall only be reassigned for training of newly assigned *Assistant Logistics Supervisors*.

b) For the purposes of training only, seniority shall not be the basis or apply when assigning *Assistant Logistics Supervisors* to assignments with differentials.

c) Once all training has been completed, assignments shall be offered using date of hire in classification to distribute assignments. Some assignments shall only apply during regular school days (e.g. NNC).

3.3 The Director or designee shall determine the assignment for Unit S members who fail to bid. This section shall not be subject to the grievance procedure.

The language in this sideletter is non-precedent setting and will sunset on June 30, 2026.

Sincerely,

Jason Geanakopoulos  
Office of Labor Relations

By \_\_\_\_\_

Teamsters Local 572



UNION PROPOSAL: 05-02-24  
UNION COUNTER: 1-23-26 (UNION REASSERTS PRIOR PROPOSAL)  
DISTRICT PROPOSAL: 1-27-26

**Los Angeles Unified School District**  
**OFFICE OF LABOR RELATIONS**

333 S. Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017  
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**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed.D**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

January 27, 2026

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**RE: REMOTE/ HYBRID WORK FEASIBILITY STUDY COMMITTEE**

Dear Ms. Garcia:

This sideletter will confirm the agreement reached between the Los Angeles Unified School District ("District") and the Teamsters Local 572 ("Teamsters") in regard to the establishment of a Remote/Hybrid Work Feasibility Study Committee.

The committee will be comprised of three (3) members appointed by Teamsters 572 and (3) representatives appointed by the District Office of Human Resources and the Personnel Commission. The committee shall meet no fewer than three (3) times within six months after the signing of this agreement, and shall make recommendations to the Superintendent or his designee at the conclusion of the 6 month period.

The purpose of the committee will be to discuss and make recommendations regarding the possibility and potential parameters of remote/hybrid work in a public education setting. The designated subject areas for the committee are:

1. Feasibility
2. Position Suitability
3. Expectations and Accountability Measures
4. Schedule and Frequency of remote work

The results and/or recommendations of the committee will be reviewed by the Superintendent and Senior Leadership for possible consideration. The language in this sideletter is non-precedent setting and will sunset on June 30, 2027.

Sincerely,

Jason Geanakopoulos  
Office of Labor Relations

By \_\_\_\_\_  
Teamsters Local 572

*asa pc 1/27/26*

UNION PROPOSAL: 5-15-24  
DISTRICT COUNTER: 6-6-24  
UNION COUNTER: 9-11-24  
DISTRICT COUNTER: 10-28-24  
UNION COUNTER: 12-6-24  
DISTRICT COUNTER: 1-22-25  
DISTRICT COUNTER: 6-5-25 (DISTRICT REASSERTS 1/22/25 PROPOSAL)  
UNION COUNTER: 7-11-25  
DISTRICT COUNTER: 8-25-25  
DISTRICT COUNTER: 10-30-25  
UNION PROPOSAL: 12-08-25 (UNION REASSERTS PRIOR PROPOSAL)  
UNION PROPOSAL 1-23-26 (UNION REASSERTS PRIOR PROPOSAL)  
DISTRICT COUNTER: 1-27-26

## APPENDIX B

### TRANSPORTATION ADDENDUM

#### 1.0 CCL

1.1. Training: Relevant members may be offered the opportunity to access applicable District training for employees professional growth within the Transportation Services Division. [AGREED 9/10/24]

...

2.1 All Area Bus Supervisors shall have input on the hiring or transfer of an Assistant Area Bus Supervisor to their assigned area. [AGREED 9/10/24]

...

#### 5.0 New Technology, Equipment, and Vehicles CCL

...

9.0 Assistant Area Bus Supervisor Bus Assignment Bids – Any employee newly assigned as an Assistant Area Bus Supervisor must bid an appropriate bus at the next annual bid conducted for Bus Drivers.

...

Notwithstanding the foregoing, adjustments or assignment changes may be made by the Director of Transportation when necessary for the best interests of the District. In accordance with Article XI, section 2.0, no employee shall be involuntarily transferred for punitive or disciplinary reasons. [AGREED 7/11/25]

9.1 Should an Assistant Area Bus Supervisor be transferred to another area, they shall have the right to re-bid from the available equipment within the Assistant Area Bus Supervisor pool that meets the capacity and the need of the new area. [AGREED 12/6/24]

9.2 Uniform vouchers will be in accordance with Article XIV, section 2.1 and 2.1a. [AGREED 7/11/25]

ASER  
1/27/26

UNION PROPOSAL: 5-2-24  
DISTRICT COUNTER: 5-30-24  
AMENDED DISTRICT COUNTER: 6-6-24  
UNION COUNTER: 7/25/24  
DISTRICT COUNTER: 8/28/24  
DISTRICT COUNTER: 6/5/25 (DISTRICT REASSERTS 8/28/24 PROPOSAL)  
UNION COUNTER: 7/11/25  
DISTRICT COUNTER: 8/25/25  
DISTRICT COUNTER: 10/30/25  
UNION COUNTER: 12/08/25 (UNION REASSERTS PRIOR PROPOSAL)  
UNION COUNTER: 1/23/26 (UNION REASSERTS PRIOR PROPOSAL)  
DISTRICT COUNTER: 1/27/26 v2

## APPENDIX D

### SCHOOL ADMINISTRATIVE ASSISTANT ADDENDUM

4.0 School Administrative Assistant's job duties may include overseeing students waiting in the office of the school. School Administrative Assistants who, in conjunction with overseeing students, are placed in an unsafe situation shall be entitled to request assistance from their direct supervisor and/or school security. Requests for such assistance shall not be unreasonably denied.

4.1 School Administrative Assistants will provide assistance beyond basic first aid only to the extent that they have voluntarily attended the District's medication administration training or received other appropriate training. **CCL**

5.0 It is the intent of the District that all its employees, including School Administrative Assistants, treat their co-employees and be treated by their co-employees with respect and courtesy in accordance with the Board of Education's unanimous resolution of October 10, 1988.

6.0 Off-basis Summer Assignments: Summer Assignments for School Administrative Assistants shall be made in the following order:

a. ~~Off-basis regular School Administrative Assistants who are selected by the~~ currently assigned to the host school site ~~summer school principal;~~

b. Off basis regular School Administrative Assistants who have an application on file with ~~Employment Transaction~~ the Classified Employment Services Branch, indicated the geographical Region/Area preference of the Host School Site, shall be offered a vacant assignment in seniority order;

c. ~~Available persons on the School Administrative Assistant eligibility lists;~~ Those persons who have performed the role and have had experience as an School Administrative Assistant with an application on file;

asa @ 1/27/26

## Appendix D - School Administrative Assistant Addendum

~~d. Previously assigned substitutes who have qualified by examination;~~  
and Those persons who have performed the role and have experience as an School Administrative Assistant and;

~~e. Persons who have never qualified by examination.~~ In the event that there are no eligible School Administrative Assistants available, the District may use the School Administrative Assistant eligibility list.

6.1 When an employee accepts a summer assignment, ~~he/she~~ they must complete that assignment for its entire summer program period and should not request vacation or to be changed from one assignment to another. Exceptions may be made at sole discretion of the District. For each day the summer assignment, overlaps with the traditional calendar, up to two (2) hours of overtime shall be provided to perform the duties required of the summer assignment.

7.0 The District shall conduct a study of clerical norms at school sites at least every five years and the results shall be provided upon request from the union.

8.0 The Division of Instruction designee shall meet during the 2025-2026 school year to discuss prior to implementation matters of concern impacting the School Administrative Assistants. For 2026-2027 school year, the designee shall be the Chief Academic Officer.

ASA  
1/27/26

UNION PROPOSAL: 5/2/24  
DISTRICT COUNTER: 5/30/24  
UNION COUNTER: 7/25/24  
DISTRICT COUNTER: 9/11/24  
UNION COUNTER: 12/6/24  
DISTRICT COUNTER: 1/22/25  
UNION COUNTER: 3/27/25 (UNION REASSERTED 12/6/24 PROPOSAL)  
DISTRICT COUNTER: 6/5/25 (DISTRICT REASSERTS 1/22/25 PROPOSAL)  
UNION COUNTER: 7/11/25  
DISTRICT COUNTER: 8/25/25

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ASA  
8-25-25

## APPENDIX E

### PLANT MANAGERS AND ASSISTANT PLANT MANAGERS ADDENDUM

For the purposes of this Addendum, the members referenced herewith this Teamsters Appendix E shall be: Assistant Plant Managers, and Plant Managers

1.0 It is the intent of the District to provide reasonable and necessary training which will assist ~~Plant Managers~~ members in maintaining the ability to perform their work duties. The District shall also make available to ~~Plant Managers~~ members information regarding staff development classes which will assist ~~Plant Managers~~ members in the performance of their work duties and/or promotional opportunities. To the extent possible, District provided trainings shall be offered during members assigned working hours.

- 1.1 On an annual basis, the District shall provide Threat Assessment Training for Plant Managers.
- 1.2 No member shall be required to change or modify their working hours to attend training with fewer than three (3) advanced working days notice.

2.0 The site administrators shall, upon request, meet quarterly with the Plant Managers to plan for and review pertinent budget items to avoid having a shortfall due to budgetary constraints. [AGREED 12/6/24]

3.0 CCL

4.0 ~~Plant Managers shall not be required to perform herbicide/pesticide spraying which requires special certification or licensing unless they possess said certification or licensing.~~ [AGREED 9/11/24]

...

5.0 Plant Managers shall be entitled to receive overtime compensation in accordance with Article IX (Hours of Work) of this Agreement. Administrators shall not discipline Plant Managers for requesting compensation for overtime worked either prior to working the overtime or after having received authorization to work such overtime.

6.0 Plant Managers shall act as the direct supervisor and evaluator of the Building and Grounds Workers at their sites and have input on their selection to the school site. The site administrator or designee may act as the reviewer of and provide input to the evaluation of such Building and Grounds Workers. [AGREED 7/11/25]

UNION PROPOSAL: 5/2/24  
DISTRICT COUNTER: 5/30/24  
UNION COUNTER: 7/25/24  
DISTRICT COUNTER: 9/11/24  
UNION COUNTER: 12/6/24  
DISTRICT COUNTER: 1/22/25  
UNION COUNTER: 3/27/25 (UNION REASSERTED 12/6/24 PROPOSAL)  
DISTRICT COUNTER: 6/5/25 (DISTRICT REASSERTS 1/22/25 PROPOSAL)  
UNION COUNTER: 7/11/25  
DISTRICT COUNTER: 8/25/25

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asa 8/25/25  
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9.0 No member shall be required to use their personal device to take or transmit photos of a work-related nature. [AGREED 12/6/24]

Union Proposal 3/22/24  
Union Amended 4/9/24  
District Counter: 5/2/24  
Union Counter: 5/15/24  
District Counter: 5/30/24  
Union Counter: 7/25/24  
District Counter: 8/28/24  
Union Counter: 9/11/24  
District Counter: 10/28/24

Union Counter: 10/28/24  
District Counter: 12/6/24  
Union Counter: 12/6/24  
Union Counter: 3/27/25 (UNION REASSERTED 12/6/24 PROPOSAL)  
District Counter: 6/5/25  
Union Counter: 7/11/25  
District Counter: 8/25/25  
Union Counter: 10-10-25  
District Counter: 10-30-25

Union Reasserted Prior Proposal 12-08-25  
Union Reasserted Prior Proposal: 1-23-26  
DISTRICT COUNTER: 1-27-26

## APPENDIX F

### FOOD SERVICES ADDENDUM

1.0 Training -- It is the intent of the Food Services Division to provide reasonable and necessary training specific to their area of responsibility to Food Services ~~supervisors~~ members which will assist them in maintaining the ability to perform their duties. The District shall also make available to Food Services ~~supervisors~~ members, information regarding staff development classes which will assist Food Services ~~supervisors~~ members in the performance of their work duties.

2.0 Review of Division Files – CCL

3.0 Input on Hiring Food Service Managers Teamsters members in direct line of supervision shall be entitled to provide input to the relevant decision-makers regarding the hiring of Food Services Division site staff at the site to which they Food Service Manager is are assigned.

4.0 In-Service -- CCL

...

8.2 Hours per day: Each off-basis assignment shall be a minimum of three (3) hours per day. As long as the school site remains open during the off basis period, Early Education Centers (EEC) Off-basis assignments shall be assigned a minimum of 5.0 hours based upon the operational need of the site

8.3 In addition to sections 8.0 – 8.1 above, when work is available, Early Education Centers (EEC) Off-basis assignments shall be assigned a minimum of 5.0 hours per day.

...

15.0 Food Service Manager – Training Manager Designation: Upon accepting an offer to serve at the selected site as the Training Manager, this assignment shall continue for a period of one year upon opting into the assignment.

District counter: 1-27-26

Handwritten initials and date: 1/27/24  
ASD

Union Proposal 3/22/24  
Union Amended 4/9/24  
District Counter: 5/2/24  
Union Counter: 5/15/24  
District Counter: 5/30/24  
Union Counter: 7/25/24  
District Counter: 8/28/24  
Union Counter: 9/11/24  
District Counter: 10/28/24

Union Counter: 10/28/24  
District Counter: 12/6/24  
Union Counter: 12/6/24  
Union Counter: 3/27/25 (UNION REASSERTED 12/6/24 PROPOSAL)  
District Counter: 6/5/25  
Union Counter: 7/11/25  
District Counter: 8/25/25  
Union Counter: 10-10-25  
District Counter: 10-30-25

Union Reasserted Prior Proposal 12-08-25  
Union Reasserted Prior Proposal: 1-23-26  
DISTRICT COUNTER: 1-27-26

Should an employee desire to opt out of the Training Manager Assignment, the employee must provide written notice to the Regional Food Services Manager and/or designee no later than March 15<sup>th</sup> and must complete the existing assignment through the conclusion of the current school year. Upon the District receiving the notice from the employee, the Food Services Department will make every reasonable effort to relocate the Training Site designation to another school site that has suitable facilities and a Food Service Manager electing to assume the Training Manager duties for the next school year. If the Department is unable to effectuate relocation as described above by June 30, then the training site shall remain at its current location

- a. Food Services Division will share a list of the training sites and the training site criterion upon request from Teamsters.

District counter: 1-27-26

1/27/26

ASA

UNION PROPOSAL: 5-2-24  
DISTRICT COUNTER: 6-6-24  
UNION COUNTER: 12-6-24  
UNION COUNTER: 3-27-25 (UNION REASSERTED 12/6/24 PROPOSAL)  
DISTRICT COUNTER: 6-5-25 (DISTRICT REASSERTS 6-6-24 PROPOSAL)  
UNION COUNTER: 7-11-25  
DISTRICT COUNTER: 8-25-25  
DISTRICT COUNTER: 10-30-25  
UNION COUNTER: 12-08-25 (UNION REASSERTED PRIOR PROPOSAL)  
UNION COUNTER: 1-23-26 UNION REASSERTED PRIOR PROPOSAL)  
DISTRICT COUNTER: 1-27-26

## APPENDIX I

### SUPERVISING SPECIAL EDUCATION ASSISTANTS ADDENDUM CCL

1.0 Extended School Year Assignments (ESY): Not less than ten (10) working days prior to the deadline date for applications, the District shall establish and distribute a list of schools for each Local District. Supervising Special Education Assistants (SSEAs) must apply [online](#) for ESY.

2.0 Miscellaneous:

2.1 Supervisors cannot compel SSEAs to use their personal phone. However, employees must be reachable in cases of emergency. CCL

ASD  
1/27/26



**Los Angeles Unified School District**

**OFFICE OF LABOR RELATIONS**

333 S. Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017  
TELEPHONE (213) 241-8322; FACSIMILE (213) 241-8401

**ALBERTO M. CARVALHO**  
*Superintendent*

**KRISTEN K. MURPHY, Ed.D**  
*Associate Superintendent*

**JASON GEANAKOPOULOS**  
*Interim Director*

January 27, 2026

Lourdes M. Garcia, Secretary Treasurer  
Teamsters Local Union 572  
450 E. Carson Plaza Drive, Suite A  
Carson, CA 90746

**RE: SUPERVISING SPECIAL EDUCATION ASSISTANT WORKGROUP**

Dear Ms. Garcia:

This sideletter will confirm the agreement reached between the Los Angeles Unified School District (“District”) and the Teamsters Local 572 (“Teamsters”) to establish a Supervising Special Education Assistant Workgroup to review the specific needs and staffing of the position within a program.

The committee will be comprised of three (3) Teamsters members and the Chief of Special Education and Specialized Programs or their designee and the Personnel Commission. The workgroup shall meet quarterly during the 2026-2027 school year to discuss, review and make recommendations regarding the specific needs and staffing of the SSEA within Special Education programs and settings.

The parties agree to use the final quarterly meeting to discuss any recommendations of the workgroup for the upcoming 2027-2028 school year.

The language in this sideletter is non-precedent setting and will sunset on June 30, 2027.

Sincerely,

Jason Geanakopoulos  
Office of Labor Relations

By \_\_\_\_\_  
Teamsters Local 572

\_\_\_\_\_ Date

*asa @ 1/27/26*