

**Los Angeles Unified School District – Service Employees International Union  
MEMORANDUM OF UNDERSTANDING  
Revised March 14, 2025**

Regarding the Impact of the Instructional Calendar on the Work Year Calendar, Los Angeles Unified School District and Service Employees International Union – Local 99 (SEIU 99) agree to the following terms, summarized below and detailed in Attachment A:

**Required Work Year Calendar (Attachment A)**

**Pending Board approval, the District will implement three instructional calendars. For the 2025-2026, 2026-2027 and 2027-2028 school years, the required work year calendars will be as follows:**

**2025-2026**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2025-2026 school year
- Maintain a 3-week (15 days) winter break for the 2025-2026 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 5-9, 2026.

**2026-2027**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2026-2027 school year
- Maintain a 3-week (15 days) winter break for the 2026-2027 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 4-8, 2027.

**2027-2028**

- 182 work days for C-Basis employees, inclusive of two Pupil Free Days.
- The District will provide C-Basis employees with two Optional Paid Employee Preparation Days for planning and preparation to be worked at the discretion of the employee.
- Maintain a 1-week Fall/Thanksgiving break for the 2027-2028 school year
- Maintain a 3-week (15 days) winter break for the 2027-2028 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 3-7, 2028.

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SEIU 99

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## ATTACHMENT A

1. The 2025-2026 required work year for bargaining unit members represented by SEIU 99 shall be as follows.
  - a. For the 2025-2026 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Wednesday, August 13, 2025 (Pupil Free Day)
    - ii. Employee End Date: Thursday, June 11, 2026 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 12, 2025 and Friday, June 12, 2026.
  - c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2025-2026 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 22, 2025 through Friday, January 9, 2026.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 5, 2026 through Friday, January 9, 2026. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 27, 2026 shall be a paid day in honor of Cesar E. Chavez.
2. The 2026-2027 required work year for bargaining unit members represented by SEIU 99 shall be as follows:
  - a. For the 2026-2027 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Tuesday, August 11, 2026 (Pupil Free Day)
    - ii. Employee End Date: Monday, June 7, 2027 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Monday, August 10, 2026 and Tuesday, June 8, 2027.
  - c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2026-2027 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 21, 2026 through Friday, January 8, 2027.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 4, 2027 through Friday, January 8, 2027. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 31, 2027 shall be a paid day in honor of Cesar E. Chavez.
3. The 2027-2028 required work year for bargaining unit members represented by SEIU 99 shall be as follows:
  - a. For the 2027-2028 school year, the total number of required workdays for C-basis employees will be 182 as follows:
    - i. Employee Start Date: Wednesday, August 11, 2027 (Pupil Free Day)
    - ii. Employee End Date: Thursday, June 8, 2028 (Pupil Free Day)
  - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 10, 2027 and Friday, June 9, 2028.

- c. Early Education Center Aides shall be provided with the voluntary option of working up to two Saturdays for planning and preparation during the 2027-2028 school year at no less than their regular rate of pay, to be scheduled upon mutual agreement by the Early Education Center staff and administration.
  - d. Winter Break for B, C, and E-Basis employees (no required service): Monday, December 20, 2027 through Friday, January 7, 2028.
  - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 3, 2028 through Friday, January 7, 2028. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
  - f. March 31, 2028 shall be a paid day in honor of Cesar E. Chavez.
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- 4. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Thanksgiving.
  - 5. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, and E-basis bargaining unit members represented by SEIU 99 shall include a five (5) day break from required service during the week of Spring Break.
  - 6. SEIU members on B, C, and E basis may cash out up to four (4) vacation days during each of the 2025-2026, 2026-2027, and 2027-2028 school years, in accordance with procedures and timelines established by the District, which are subject to impact and effects bargaining.
  - 7. Prior to submitting a proposed instructional calendar for the 2028-2029 school year to the Board for approval, LAUSD shall bargain with SEIU 99 over their required work year calendar.
  - 8. The Parties agree to continue negotiations regarding unassigned days and work hours for SEIU 99 members during the current negotiations of the 2024-2027 successor contract.

