

District Proposal: 3/16/23
Union Counter Proposal: 3/21/23
Union Counter Proposal 3/29/23
District Counter Proposal: 4/14/23
UNION COUNTER PROPOSAL: 4/28/23
DISTRICT EMAILED COUNTER PROPOSAL: 5/04/23
TEAMSTERS COUNTER PROPOSAL: 05/11/23
DISTRICT EMAILED COUNTER PROPOSAL: 05/15/23
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TEAMSTERS LOCAL 572 – UNIT S
MEMORANDUM OF UNDERSTANDING
2023-2024

This Tentative Agreement is made and entered into this 28 day of June, 2023 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’ 2020-2023 Agreement, the District and Teamsters have met and negotiated in good faith and have completed their negotiations for the 2022-2023 reopener and the successor collective bargaining agreement for 2023-2024. This 2023-2024 Agreement is the successor to the parties’ 2020-2023 Agreement and is the final resolution to all matters associated with that Agreement. The parties hereby agree as follows:

A. **INCORPORATION OF PREVIOUS TERMS:** All articles and provisions of the parties’ 2020-2023 Agreement are incorporated as part of the parties’ successor Agreement except (1) as modified by this Memorandum of Understanding, or (2) as required to make appropriate, non-substantive language corrections.

B. **COMPENSATION:**

Retention Bonus:

i. In recognition of in-person work under the adverse circumstances caused by the COVID-19 pandemic during the full closure of schools, all Teamsters bargaining unit members employed as of June 30, 2021, active as of the date of Board adoption of this agreement and who did not receive it as a bonus as part of another bargaining unit, shall receive \$1,000 as a one-time retention and appreciation bonus.

ii. **2021-2022 Salary Increase:**

Based on the salary table effective July 1, 2021, all Unit S bargaining unit members shall receive a 1% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables. This 1% is in addition to the 5% previously applied to all pay scale groups and levels of the base salary table for the 2021-2022 school year, for a total of 6%.

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iii. **2022-2023 Salary Increase:**

Based on the salary table effective July 1, 2022, all Unit S bargaining unit members shall receive a 7% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

iv. **2023-2024 Salary Increase:**

- a. Based on the salary table effective July 1, 2023, all Unit S bargaining unit members shall receive a 7% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
 - b. Supervising Special Education Assistant Differential: For Supervising Special Education Assistants assigned to supervise Special Education Assistants who have been identified to provide additional behavioral intervention support duties to a specific students(s) through the IEP process (as defined by the District), a 5.5% differential will be provided during the period of the assignment.
 - c. Based on the salary table effective January 1, 2024, all Unit S bargaining unit members shall receive \$2.00 per hour on-schedule wage increase (or its equivalent for salaried employees) applied to all pay scale groups and levels of the base salary tables.
 - d. The District will make every effort to pay all negotiated increases, including retroactive increases and bonuses if applicable as soon as possible following adoption by the Board of Education.
- C. During the 2023-2024 school year, the District and Teamsters shall form a Joint Salary Compression committee comprised of six (6) members, three (3) appointed by Teamsters and three (3) appointed by the District. The committee shall meet during the 2023-2024 school year to review the potential salary compression issues retroactive to the 2022-2023 school year between Teamsters and bargaining units they supervise impacted by the 2022-2024 compensation agreements, and provide recommendations to the Superintendent or his designee.
- i. Within the first month after ratification by the union and approval adoption by the ~~parties~~ Board of Education, Teamsters and LAUSD shall provide the list of their 3 members;
 - ii. Within the first six months after ratification by the union and approval adoption by the ~~parties~~ Board of Education, the committee will meet, and provide recommendations to the Superintendent or his designee.

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- iii. The classifications the committee will review shall include, but not limited to:
 - a. Assistant Plant Manager I and II Series
 - b. Building Construction Inspector Series
 - c. Food Service Manager Series
 - d. Mill Carpentry Supervisor
 - e. Plant Manager Series
 - f. Receiving Inspector
 - g. Senior Electrical Inspector
 - h. Senior Financial Analyst
 - i. Special Education Resource Coordinators
 - j. Student Records and Data Supervisor
 - k. Supervising Architect
 - l. Supervising Electrical Inspector
 - m. Supervising HVAC Inspector
 - n. Supervising Insurance Technician
 - o. Supervising Plumbing Inspector
 - p. Supervising Police Dispatcher
 - q. Transportation Cost Analyst

- iv. When making decisions regarding compression related salary adjustments, the Superintendent or their designee shall be guided by the committee's recommendations.
- v. The committee may be reconvened should classifications supervised by Teamsters receive subsequent salary increases.

- D. **REOPENERS:** During the term of this agreement, for 2023-2024, the parties have agreed to reopen Article XV Health and Welfare, alternatives to retiree benefits.

- E. **TERM OF AGREEMENT:** This Agreement shall become effective upon ratification by the Union and adoption by the Board of Education, and shall remain in full force and effect, pursuant to its terms, up to and including June 30, 2024, and thereafter shall be extended on a day-to-day basis until terminated by either party upon ten (10) calendar days' written notice.

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

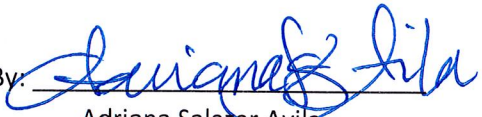
Date of agreement: June 28, 2023

Los Angeles Unified School District

By: 

Teamsters, Local 572

By: _____
Teamsters, Local 572
Secretary-Treasurer

By: 
Adriana Salazar Avila
Business Representative

By: _____
Norma Muniz
Business Representative

Adopted and approved by the Board of Education on _____, 2023.

By: _____
Jackie Goldberg, President
LAUSD Board of Education