

**ASSOCIATED ADMINISTRATORS OF LOS ANGELES  
CERTIFICATED ADMINISTRATORS  
MEMORANDUM OF UNDERSTANDING  
2014-2017**

This Memorandum of Understanding is made and entered into this 27<sup>th</sup> day of June, 2014 by and between the Board of Education of the Los Angeles Unified School District ("District") and the Associated Administrators of Los Angeles (AALA).

Pursuant to the parties 2011-2014 Agreement, the District and AALA have met and negotiated in good faith and have completed their negotiations for a successor collective bargaining agreement. The parties hereby agree as follows:

- A. All articles and provisions of the parties' 2011-2014 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. For the 2014-2017 school years, the District and AALA agree to the following with respect to compensation:

**2013-2014**

AALA certificated administrators shall receive a 2% off-schedule, lump-sum salary payment, on a one-time basis, based upon and limited to all actual 2013-2014 earnings paid on the base salary table. If any other unit of LAUSD receives a lump sum salary payment above 2% of base salary for the 2013-2014 school year, AALA certificated administrators shall receive the same percentage increase.

**2014-2015**

Beginning on July 1, 2014, AALA certificated administrators shall receive a 2% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels.

**2015-2016**

Beginning on July 1, 2015, AALA certificated administrators shall receive a 2% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels. The above-offered 2% increase is contingent upon District identification of increased revenues or reduction in operating expenses sufficient to fund the budgetary commitment involved.

**2016-2017**

Beginning on July 1, 2016, AALA certificated administrators shall receive a 2.5% on-schedule wage increase applied to the base salary table and applied to all pay scale groups and levels. The above-offered 2.5% increase is contingent upon District identification of increased revenues or reduction in operating expenses sufficient to fund the budgetary commitment involved.

It is also agreed that should the Board of Education approve a higher general percentage increase on the base salary table for another group of employees, AALA will receive comparable treatment.

- C. For 2015-2017, the parties have agreed to reopen on Health and Welfare, subject to coordinated bargaining on health and welfare.
- D. The parties' 2014-2017 Agreement shall be further modified as follows:

1. EVALUATION

- a. For the 2014-2015 school year only, each AALA member who has completed five years of service shall receive a performance bonus if he or she has received satisfactory evaluations, no overall "Below Standard" evaluations and no rendering of discipline. The amounts will be negotiated through a separate sideletter.
- b. Beginning with the 2015-2016 school year, each AALA member who has completed five years of service shall receive a performance bonus if he or she has received an evaluation of "effective" or "highly effective" on the four-point evaluation scale and no rendering of discipline. The amounts will be negotiated through a separate sideletter.
- c. The parties agree to negotiate a four (4) level evaluation rating during the 2014-2015 year for implementation in 2015-2016.
- d. 4213/4214: The District has the right to release an employee in a 4213-4214 status at any time. Such an employee shall be given timely support, guidance and feedback, orally and in writing, even during years when he or she may not be formally evaluated. This section will not be subjected to the grievance procedure of Article VIII.
- e. If a Below Standard Performance Evaluation, or a Notice of Unsatisfactory Act(s) and/or Suspension has been issued to an employee, such employee shall be ineligible for application to any promotion process for one calendar year following the issuance of such a Notice.

2. ASSISTANT PRINCIPALS

The District has budgeted for increases in the number of Elementary Assistant Principals, Generic in 2014-2015 to 47 and for Secondary Assistant Principals in 2014-2015 to 37. For 2015-2016 and 2016-2017, the current budget projections are referenced in the Superintendent's Proposed Budget of April 4, 2014.

3. CO-LOCATIONS

At the outset of the 2014-2015 school year, AALA and the District will meet and confer to review ways to provide additional support for District co-location sites.

4. REOPENERS

- a. For the 2015-2016 school year and for the 2016-2017 school year, the parties agree to reopen on base salary rate.
- b. For the 2015-2016 school year and for the 2016-2017 school year, the parties agree to reopen on a total of two (2) additional contract articles.

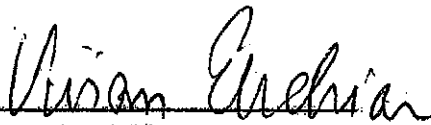
The above is subject to ratification by the AALA membership and to final approval by the LAUSD Board of Education.

Date of agreement: June 27, 2014

Los Angeles Unified School District

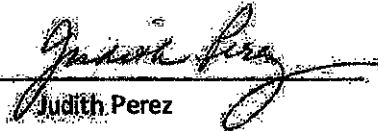
Associated Administrators of Los Angeles

By:



Vivian Ekchian  
Office of Labor Relations

By:



Judith Perez  
President

Adopted and approved by the Board of Education on \_\_\_\_\_, 2014.

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

Richard Vladovic, Ed.D.  
President