

UNIT A
MEMORANDUM OF UNDERSTANDING
2002-2005

This Memorandum of Understanding is made and entered into this 27th day of March, 2003, by and between the Board of Education of the Los Angeles Unified School District ("District") and the Los Angeles School Police Association ("LASPA") for employees in Unit A (School Police).

Pursuant to Article XIX of the parties' 2000-2002 Agreement, the District and LASPA 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' 2000-2002 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. For the 2002-2003 school year, the District and LASPA agree to the following compensation changes effective July 1, 2002.

Health and Welfare Benefits (as to all eligible District personnel): (a) For the 2002-2003 school year, the District's Health and Welfare benefit plan payment obligation shall not exceed \$573 million (the \$495 million obligation for the 2001-2002 school year plus the additional \$78 million for all District personnel). The plan shall be amended as recommended by the Health Benefits Committee and approved by the Board of Education on September 3, 2002. (b) The District shall place \$10 million and additional savings from the health plan generated during this fiscal year in the Health and Welfare Prudent Reserve account to be used solely to fund future increases in the Plan.

Salaries: Effective July 1, 2002, all Unit A bargaining unit base salary rates shall be increased by 3%.

- C. For 2003-2004, the parties have agreed to reopen on Article XIII and Article XIV, and have further agreed that each party may reopen on two (2) additional contract sections.
- D. For 2004-2005, the parties have agreed to reopen on Article XIII and Article XIV, and have further agreed that each party may reopen on two (2) additional contract sections.
- E. The parties have agreed to continue discussion, during the 2002-03 year of the Agreement, in an effort to reach mutual agreement on issues regarding Industrial Illness/Injury Leave, other District policy relating to Workers' Compensation and industrial illness/injury, and adherence to Labor Code 4850. The parties agree to address statutory compliance as well as the goals of reducing the District's substantial annual Workers' Compensation liability and identifying Workers' Compensation fraud.

Appendix D – 2002-2005 Memorandum of Understanding

F. The parties' 2002-2005 Agreement shall be further modified as follows:

1. Article IV, LASPA Rights, shall be modified as attached.
2. Article XIV, Health and Welfare, shall be modified as attached.
3. Article XIX, Term of Agreement, shall be modified as attached.
4. Appendix A, Wages and Salaries, shall be modified as attached.


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

Date of Agreement: 3-27-03

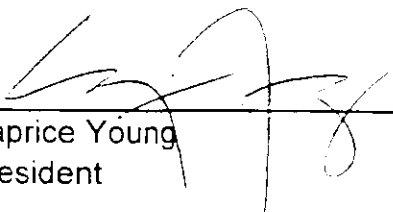
Los Angeles Unified School District

Los Angeles School Police Association

By 
John K. Lade
Board Representative

By 
Kevin Otto
LASPA Representative

Adopted and approved by the Board of Education on April 22, 2003.

By: 
Caprice Young
President