This Memorandum of Understanding is made and entered into this 19th day of November 2002, by and between the Board of Education of the Los Angeles Unified School District (“District”) and the Los Angeles/Orange Counties Building and Construction Trades Council (“Council”) for employees in Unit E (Skilled Crafts).

Pursuant to Article XXII of the parties’ 2000-2002 Agreement, the District and the Council 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 Council agree to the following compensation changes effective July 1, 2002.

1. 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.

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

For 2002-2003, if the District voluntarily enters into a collective bargaining agreement with any other classified bargaining unit which provides for a general percentage increase on the salary schedule in the 2002-2003 contract year which is greater than the general percentage increase on the salary schedule provided herein for Unit E employees in the 2002-2003 contract year, the general percentage increase on the salary schedule for Unit E employees will be increased to equal such greater general percentage amount.
Appendix C

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' 2000-2002 Agreement shall be further modified as follows:

1. Article V, Grievance Procedure, shall be modified as attached.
2. Article XI, Transfer procedures shall be modified as attached.
3. Article XII, Leave of Absence, shall be modified as attached.
4. Article XIV, Health and Welfare, shall be modified as attached.
5. Article XX, Tuition Reimbursement, shall be modified as attached.
6. Article XXII, Term of Agreement, shall be modified as attached.
7. Work Concerns Committee side letter as attached.

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

Date of Agreement: 11/19/02

Los Angeles Unified School District
By: John K. Lade
Board Representative

Los Angeles/Orange Counties Building
And Construction Trades Council
By: Skip Henke
Council Representative

Adopted and approved by the Board of Education on December 10, 2002.

By: Caprice Young
President