

**Memorandum of Understanding  
between  
Los Angeles Unified School District and United Teachers of Los Angeles  
Paid Sick Leave for Substitutes**

Los Angeles Unified School District (“LAUSD”) and United Teachers Los Angeles (“UTLA”) mutually agree to the following terms as a result of bargaining over the implementation and effects of SB 616:

1. Paid Sick Leave. LAUSD will increase the amount of paid sick leave for substitute employees in the UTLA bargaining unit from 24 hours per school year to 40 hours per school year. This increase will be retroactive to January 1, 2024.
2. Employee illness time shall be paid to those in current assignments as well as those to whom an assignment is offered by the Substitute Unit, where the employee must decline the assignment due to illness.
3. Availability Status. LAUSD agrees that employee use of any paid illness time pursuant to section 2 above will not be considered “unavailability” for assignment purposes.

The parties agree that Article XIX will be amended to reflect the above terms during Successor negotiations and that this Agreement will remain in effect unless mutually amended by the parties.

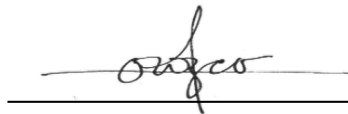
**For LAUSD**

  
\_\_\_\_\_  
Signature

Robert Samples, Interim Director-Labor Relations  
Print name, title

04/04/2024  
Date

**For UTLA**

  
\_\_\_\_\_  
Signature

Alex Orozco, Secondary Vice President  
Print name, title

4/4/2024  
Date