

Los Angeles Unified School District – United Teachers Los Angeles (UTLA)

MEMORANDUM OF UNDERSTANDING

March 11, 2025

Regarding the Impact of the Instructional Calendar on the Work Year Calendar, Los Angeles Unified School District (District) and United Teachers Los Angeles (UTLA) agree to the following terms, summarized below and detailed in Attachment A:

Required Work Year Calendar (Attachment A)

Pending Board approval, the District will implement three instructional calendars. For the 2025-2026, 2026-2027 and 2027-2028 school years, the required work year calendars will be as follows:

2025-2026

- 180 days of instruction with 2 pupil free days for a total of 182 work days
- The District will provide two Optional Paid Employee Preparation Days for self-directed planning and preparation to be used at the discretion of the educator
- Maintain a 1-week Fall/Thanksgiving Break for the 2025-2026 school year
- Maintain a 3-week (15 days) winter break for the 2025-2026 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 5-9, 2026.

2026-2027

- 180 days of instruction with 2 pupil free days for a total of 182 work days
- The District will provide two Optional Paid Employee Preparation Days for self-directed planning and preparation to be used at the discretion of the educator
- Maintain a 1-week Fall/Thanksgiving Break for the 2026-2027 school year
- Maintain a 3-week (15 days) winter break for the 2026-2027 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 4-8, 2027.

2027-2028

- 180 days of instruction with 2 pupil free days for a total of 182 work days
- The District will provide two Optional Paid Employee Preparation Days for self-directed planning and preparation to be used at the discretion of the educator
- Maintain a 1-week Fall/Thanksgiving Break for the 2027-2028 school year
- Maintain a 3-week (15 days) winter break for the 2027-2028 school year
- Provide instruction, enrichment, nutrition and child supervision through a voluntary Winter Recess Academy January 3-7, 2028.

UNION

3/11/2025
DATE

LAUSD

DATE _____

ATTACHMENT A

1. The 2025-2026 required work year for bargaining unit members represented by UTLA shall be as follows:
 - a. For the 2025-2026 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Wednesday, August 13, 2025 (Pupil Free Day)
 - ii. Employee End Date: Thursday, June 11, 2026 (Pupil Free Day)
 - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 12, 2025 and Friday, June 12, 2026.
 - c. Early Education Center Teachers shall be provided with the voluntary option of working up to two Saturdays for self-directed planning during 2025-2026 school year at no less than their regular rate of pay to be scheduled upon mutual agreement by the Early Education Center staff and administration.
 - d. Winter Break for B, C, D, and E-Basis employees (no required service): Monday, December 22, 2025 through Friday, January 9, 2026.
 - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 5, 2026 through Friday, January 9, 2026. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
2. The 2026-2027 required work year for bargaining unit members represented by UTLA shall be as follows:
 - a. For the 2026-2027 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Tuesday, August 11, 2026 (Pupil Free Day)
 - ii. Employee End Date: Monday, June 7, 2027 (Pupil Free Day)
 - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Monday, August 10, 2026 and Tuesday, June 8, 2027.
 - c. Early Education Center Teachers shall be provided with the voluntary option of working up to two Saturdays for self-directed planning during 2026-2027 school year at no less than their regular rate of pay to be scheduled upon mutual agreement by the Early Education Center staff and administration.
 - d. Winter Break for B, C, D, and E-Basis employees (no required service): Monday, December 21, 2026 through Friday, January 8, 2027.
 - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 4, 2027 through Friday, January 8, 2027. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
3. The 2027-2028 required work year for bargaining unit members represented by UTLA shall be as follows:
 - a. For the 2027-2028 school year, the total number of required workdays for C-basis employees will be 182 as follows:
 - i. Employee Start Date: Wednesday, August 11, 2027 (Pupil Free Day)
 - ii. Employee End Date: Thursday, June 8, 2028 (Pupil Free Day)
 - b. Two Optional Paid Employee Preparation Days will be offered to C-basis employees on Tuesday, August 10, 2027 and Friday, June 9, 2028.
 - c. Early Education Center Teachers shall be provided with the voluntary option of working up to two Saturdays for self-directed planning during 2027-2028 school year at no less than their regular rate of pay to be scheduled upon mutual agreement by the Early Education Center staff and administration.

- d. Winter Break for B, C, D, and E-Basis employees (no required service): Monday, December 20, 2027 through Friday, January 7, 2028.
 - e. The District will offer a 5-day, optional UTK-12 Winter Recess Academy from Monday, January 3, 2028 through Friday, January 7, 2028. Bargaining Unit members who work any of these days will be compensated at their regular hourly rate.
- 4. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, D, and E-basis bargaining unit members represented by UTLA shall include a five (5) day break from required service during the week of Thanksgiving.
 - 5. The 2025-2026, 2026-2027 and 2027-2028 required work years for B, C, D, and E-basis bargaining unit members represented by UTLA shall include a five (5) day break from required service during the week of Spring Break.
 - 6. Prior to submitting a proposed instructional calendar for the 2028-2029 school year to the Board for approval, LAUSD shall bargain with UTLA over their required work year calendar.