

LASPA Counter 4/21/2025  
District Counter 6/3/2025  
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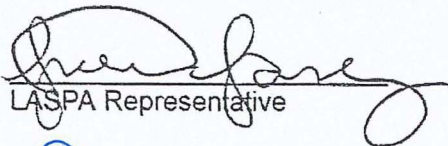
**Memorandum of Understanding between the Los Angeles Unified School District  
and the Los Angeles School Police Association (LASPA) Unit A**

In best serving our school communities with advanced technology geared towards enhancing safety, the Los Angeles Unified School District ("District"), by and through its Los Angeles School Police Department ("Department" or "LASPD"), and the Los Angeles School Police Association ("LASPA") (collectively the "Parties") have met regarding the implementation of LASPD's Automatic Vehicle Locator ("AVL") system for assisted proximity (by closest distance) dispatching of Department vehicles and personnel to requests for assistance via AVL equipped automobile GPS, handheld radios, and department issued cellphones. The District and LASPA hereby agree to the following in this Memorandum of Understanding ("MOU" or "Agreement"):

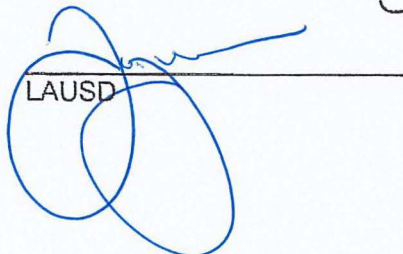
- The Parties agree that the District can immediately deploy, implement, and utilize the AVL system upon signing of this Agreement. The Parties also agree that the District, at its discretion, can immediately implement and utilize the attached draft LASPD Policy Manual—Policy 438 Automatic Vehicle Locator (AVL) System LASPD upon signing of this agreement (Attachment A). The District agrees to meet and discuss with Unit A should it seek to implement a substantially different written AVL policy or deploy a different make, model, or brand of AVL system. AVL system policy shall be aligned to the terms of this Agreement.
- One (1) hour of paid training regarding AVL will be provided on a one-time basis to each Unit A employee regarding the AVL system to support with the supervision and monitoring of patrol vehicles. Additional refresher training to assist with the implementation of the AVL system may be provided as determined by the Department.
- The Parties will establish a work group to gather input and provide recommendations regarding the effectiveness of the AVL system in serving the community and the needs of the operation and create a survey for Unit A employees. The work group shall meet two times respectively during the 2025-2026 school year.
- The Parties agree that all data obtained through the AVL system will be maintained by LAUSD in accordance with statute and the District's applicable record retention policies.
- The AVL system is primarily used for proximity dispatching of police vehicles and dispatching planning and resource management. The District shall not utilize the AVL system to monitor the movements of individual officers involved in routine activities. The AVL System is not intended to be used as a management/supervisory tool to routinely or randomly monitor the movements of individual field personnel.
- While the AVL system is not intended for use as a disciplinary tool, supervisors may investigate allegations of misconduct by accessing all available information, including information captured and retained in the AVL system. Absent an allegation or complaint, the District will not prospectively review AVL data for the purposes of identifying Unit A employee misconduct. AVL data, however, may be used to corroborate, prove or disprove specific acts of misconduct by Unit A employees. It is also understood that review of AVL data based on an approximate date and time of an alleged incident might reveal misconduct separate from and unrelated to the alleged incident. In such a case, AVL data, may also be used to corroborate, prove or disprove any unrelated misconduct by Unit A employees. If AVL data is to be used in a Unit A employee disciplinary situation, the employee in question or LASPA, if engaged by the employee for representation, may request and receive from LASPD a copy of the data in a manner consistent with the Public Safety Officer's Procedural Bill of Rights Act (POBR).

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Upon signing, this Agreement shall go into effect immediately and it shall remain in effect during any and all periods of the District's deployment, implementation, and utilization of the AVL system.

  
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LASPA Representative

6-16-25  
Date

  
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LAUSD

6-16-25  
Date

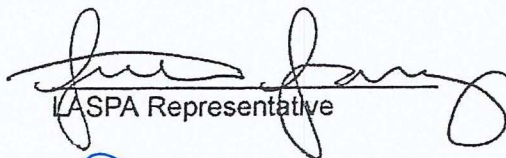
**Memorandum of Understanding between the Los Angeles Unified School District and the  
Los Angeles School Police Association (LASPA) Unit A**

In recognition of personnel who work outside of regular business hours to maintain the safety of school communities and property, the Los Angeles Unified School District ("District"), by and through its Los Angeles School Police Department ("Department" or "LASPD"), and the Los Angeles School Police Association ("LASPA") (collectively the "Parties") have met regarding the implementation of a Shift Differential for Unit A employees. The District and LASPA hereby agree to the following in this Memorandum of Understanding ("MOU" or "Agreement"):

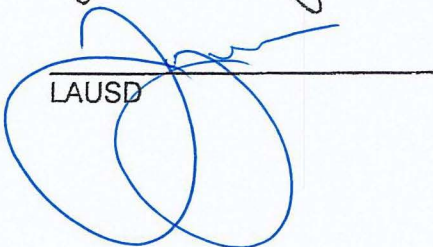
Beginning July 1, 2025, the District shall pay shift differentials as described in (a – c) below.

- (a) Unit A employees who work one half ( $\frac{1}{2}$ ) or more of their assigned time between 5:00 p.m. and midnight shall receive a long term salary differential of one step on the salary schedule for their class. If such an employee is on the last step of the salary schedule of their class, they shall instead receive a shift differential equal to five and one-half (5½%) percent.
- (b) Unit A employees who work one-half ( $\frac{1}{2}$ ) or more of their assigned time between midnight and 7:00 a.m. shall receive a long-term salary differential of two steps on the salary schedule for their class. If such an employee is on the next to last step of the salary schedule of their class, they shall instead receive a shift differential equal to advancement to the last salary step of their class plus five and one-half (5½%) percent. If such an employee is on the last step of the salary schedule of their class, they shall instead receive a shift differential equal to eleven (11%) percent.
- (c) If a Unit A employee works a shift receiving a differential (as described in (a) or (b) above) less frequently than five (5) days a week, the applicable differential shall be paid only for those days on which such shifts are worked. If an employee ceases working shifts receiving a differential altogether, the applicable differential shall stop being paid immediately following the last day such shifts are worked.
- (d) For the 2025-26 school year, any sworn Unit A employee who, on the date this MOU is executed, holds an assignment eligible for receiving a shift differential may remain in that assignment for the duration of the 2025-26 school year, provided the department continues to staff the assignment.
- (e) During the 2025-2026 school year, in the event that any new opening or vacancy occurs for any assignment eligible for receiving a shift differential, it shall be assigned on a seniority basis in accordance with Personnel Commission Rule 586—Salary Differential for Night Work and Article X—Transfer Procedures of the CBA.
- (f) Beginning with the 2026-27 school year, all assignments eligible for a shift-differential for any Unit A classification shall be assigned on a seniority basis in accordance with Personnel Commission Rule 586—Salary Differential for Night Work and Article X—Transfer Procedures of the CBA.

The Parties agree that, during 2025-28 successor negotiations, the provisions of this Agreement will replace Section 2.7, "Shift Differential for Plant Security Aides," in Appendix B—Allowances and Differentials of the LAUSD-Unit A Collective Bargaining Agreement.

  
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LASPA Representative

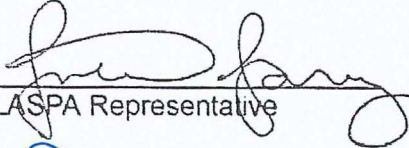
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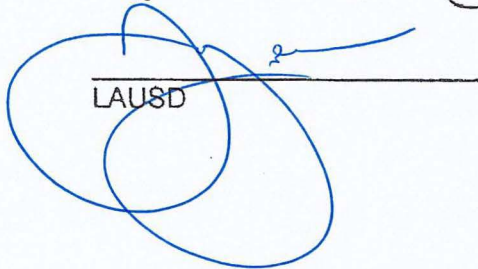
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LAUSD and LASPA (Unit A) agree LASPA will immediately withdraw its January 12, 2025 demand to bargain with prejudice as fully resolved regarding LASPA's alleged assertion of a "past practice of LAUSD applying a stipend for all classified employees during natural disasters."

  
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LASPA Representative

6-16-25  
Date

  
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LAUSD

6-16-25  
Date

## Automatic Vehicle Locator (AVL) System

### 438.1 PURPOSE AND SCOPE

It is the policy of the Los Angeles School Police Department ("LASPD" or "Department") to install, use, and maintain an Automatic Vehicle Locator (AVL) System in designated police vehicles. The purpose of the Automatic Vehicle Locator (AVL) System is to assist Communications personnel with dispatching units and locating units during emergency situations. The AVL System is also intended to provide field personnel with an enhanced mapping and call routing within the Mobile Data Computer (MDC) (Computer Aided Dispatch system).

### 438.2 RESPONSIBILITIES AND FUNCTIONS

#### 438.2.1 FIELD PERSONNEL

Field personnel assigned to a vehicle equipped with an AVL System will have the ability to utilize an enhanced mapping system with call routing information displayed on their mobile computer screens. The AVL System will also have the ability to provide field personnel with their current location. Field personnel assigned to a vehicle equipped with AVL that is not functioning shall immediately report the problem to the LASPD Technology Unit, the Watch Sergeant, and exchange the MDC for one with a properly functioning AVL system as availability permits.

#### 438.2.2 COMMUNICATIONS PERSONNEL

Communications Personnel:

- (a) Will have the ability to utilize the AVL System in order to select and dispatch a unit to a call for service based on their location (Proximity Dispatching).
- (b) Will have the ability to utilize the AVL System to locate field personnel involved in emergencies or perceived emergency situations, such as, but not limited to, pursuits, emergency button activations, or a lack of a response to radio transmissions.
- (c) Shall verify that all in-service vehicles with AVL Systems are displayed on the AVL screen in Communications and shall notify any unit when their AVL System is not properly functioning. Notification of the failure shall also be made to the LASPD Technology Unit to insure the system is properly functioning.
- (d) Shall not utilize the AVL System to monitor the movements of individual officers involved in routine activities.
- (e) Other than routine calls for service, Communications personnel may use the system to dispatch the closest unit to a Code-3 or any call requiring an immediate response. Though the closest unit will ordinarily be dispatched to the scene, it is still the responsibility of the assigned beat unit to respond and handle the call and any report.
- (f) Shall use the AVL system to assist personnel in locating units who fail or are unable to respond to radio or MDC transmissions.
- (g) Shall use the AVL system to assist units and supervisors in the establishment of crime scene perimeters and area searches.

Automatic Vehicle Locator (AVL) System

- (h) Shall use the AVL system to assist personnel and supervisors involved in pursuits with appropriate transmissions regarding location, direction, speed, units involved, and topography.

438.2.3 SUPERVISORY AND MANAGEMENT PERSONNEL

- (a) AVL screens will be placed in the Watch Commanders' Office and the Watch Sergeants' Office to assist with effective and efficient deployment of personnel while on shift.
- (b) Supervisors shall be trained on/made familiar with the capabilities of the AVL system and shall ensure its proper use.
- (c) The AVL System is not intended to be used as a management/supervisory tool to routinely or randomly monitor the movements of individual field personnel.
- (d) While the system is not intended as a disciplinary tool, supervisors may investigate allegations of misconduct by accessing all available information, including information captured and retained in the AVL system.

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438.3 AUTOMATIC VEHICLE LOCATOR (AVL) DATA

The system is capable of storing historical data relating to a variety of information about each patrol unit for a given date and time, including call sign, unit status, incident type, location, speed, and heading. All AVL/MDC system data will be retained by the Department in accordance with statute, evidentiary rules, and LASPD's standard operating procedures for records retention of audio, video, telephonic, and/or radio communication recordings.

Access to AVL data may be permitted under the following conditions.

- (a) The AVL System Database may only be reviewed by a manager or supervisor, or an investigator participating in an official Department investigation, such as a personnel complaint, claims investigation, administrative inquiry, or criminal investigation.
- (b) In response to criminal or civil subpoenas requesting data stored in AVL database.
- (c) No employee shall make an inquiry into or audit the AVL records unless specifically authorized by the Chief of Police or Division Commander.
- (d) Department personnel shall normally be notified prior to any AVL System Database review involving their assigned vehicle, unless such notice is impractical (in such a case, the employee shall be notified as soon as possible). The only exception to the notification requirement would be if it would compromise the investigation or inquiry and exception is granted by the Chief of Police or Division Commander.
- (e) Department personnel may request a review of the AVL System Database for their assigned vehicle in order to assist in reconstructing and documenting their movement in situations, such as a pursuit. This request should be made to the on duty Watch Commander or Watch Sergeant who will be responsible for authorizing the release of this data in the absence of the Chief of Police or Division Commander. The Communication Services Division Commanding Officer or designee will be responsible for any retrieval of AVL data.