

UTLA Initial Proposal – 05/12/22
District Counter Proposal – 09/08/22
UTLA Counter Proposal – 09/22/22
UTLA Counter Proposal – 12/08/22
District Counter Proposal – 01/19/23

SALARIES

I. 2022-2023:

A. Salary Increase:

Effective July 1, 2022, all UTLA bargaining unit members shall receive a 5% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

B. Retention Bonus for Salaried Employees (Lump-Sum)

All UTLA salaried bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2022, salaried employees shall receive 4% of their regular/base earnings (core hours) during the 2022 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2022 Fall semester. Employees must be in active/inactive status on December 1, 2022 to receive the first semester bonus.
2. At the end of the Spring semester of 2023, salaried employees shall receive 4% of their regular/base earnings (core hours) during the 2023 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Spring Semester. Employees must be in active/inactive status on June 1, 2023 to receive the second semester bonus.

C. Retention Bonus for Employees Paid Hourly (Lump-Sum)

All UTLA bargaining unit members paid hourly (e.g. Substitutes, Adult Ed) shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2022, employees paid hourly shall receive 4% of their regular/base earnings (core hours) during the 2022 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2022 Fall Semester. Employees must be in active/inactive status on December 1, 2022 to receive the first semester bonus.
2. At the end of the Spring semester of 2023, employees paid hourly shall receive 4% of their regular/base earnings (core hours) during the 2023 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Spring Semester. Employees must be in active/inactive status on June 1, 2023 to receive the second semester bonus.

D. Nurse and Nurse Practitioner Market Equity Increase

1. Effective the first full pay period following ratification,
2. All bargaining unit members in the position of School Nurse shall be moved to the newly developed UN Salary Table which will be created by taking line 27 of the C Basis, T table and adding \$20,000 to each step/column after the 5% raise in IA is applied.
3. All bargaining unit members in the position of Nurse Practitioner shall be moved to the newly developed NP Salary Table which will be created by taking line 34 of the C basis, D table salary and adding \$20,000 to each step/column after the 5% raise in IA is applied.
4. The onsite obligation of School Nurses shall be increased to seven (7) hours per day.
5. The onsite obligation of Nurse Practitioners shall remain eight (8) hours per day.

E. Special Education Teachers Market Equity Increase

1. Effective the first full pay period following ratification,
2. UTLA bargaining unit members working in Special Education shall be moved to the newly developed SE Salary Table.
3. The SE salary table will take the T table rates and add \$2,500 to the pay scale levels and groups for C basis after the 5% raise in IA is applied.

F. Early Education Teachers Market Equity Increase

1. Effective the first full pay period following ratification,
2. UTLA bargaining unit members working in Early Education shall have their annual salary increased on the A basis, C Table by \$1,000 after the 5% raise in IA is applied.
3. The increase applied to the A basis pay scale levels and groups, and the new hourly rate shall then be used to calculate the increased rates for all other bases.

G. Market Equity Increase for Employees Assigned to the D Table

1. Effective the first full pay period following ratification,
2. UTLA bargaining unit members assigned to the C Basis, D Table (with the exception of Nurse Practitioners moving to the NP Table) shall have their annual salary increased by \$3,000 after the 5% raise in IA is applied.
3. The increase applied to the C basis pay scale levels and groups, and the new hourly rate shall then be used to calculate the increased rates for all other bases.

II. 2023-2024

A. Salary Increase:

Effective July 1, 2023, all UTLA bargaining unit members shall receive a 5% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

B. Retention Bonus for Salaried Employees (Lump-Sum)

All UTLA salaried bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2023, salaried employees shall receive 5% of their regular/base earnings (core hours) during the 2023 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Fall Semester. Employees must be in active/inactive status on December 1, 2023 to receive the first semester bonus.
2. At the end of the Spring semester of 2024, salaried employees shall receive 5% of their regular/base earnings (core hours) during the 2024 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2024 Spring Semester. Employees must be in active/inactive status on June 1, 2024 to receive the second semester bonus.

C. Retention Bonus for Employees Paid Hourly (Lump-Sum)

All UTLA bargaining unit members paid hourly (e.g. Substitutes, Adult Ed) shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2023, employees paid hourly shall receive 5% of their regular/base earnings (core hours) during the 2023 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Fall Semester. Employees must be in active/inactive status on December 1, 2023 to receive the first semester bonus.
2. At the end of the Spring semester of 2024, employees paid hourly shall receive 5% of their regular/base earnings (core hours) during the 2024 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2024 Spring Semester. Employees must be in active/inactive status on June 1, 2024 to receive the second semester bonus.

III. 2024-2025

The District and UTLA agree to collaborate to seek alternative funding sources that would allow an ongoing wage increase of 5%.