

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  
District Counter Proposal – 03/17/23

## **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. 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.

#### **C. 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.

#### **D. 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.

E. 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 6% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

**III. 2024-2025**

A. Salary Increase:

Effective July 1, 2024, all UTLA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.