

FREQUENTLY ASKED QUESTIONS

2025-2027 UTLA Salary Increase and Retro Payment

1. -When will the salary increases be paid?

- Salary increases and retroactive payments will be reflected on the Certificated (CE) check dated September 4, 2026

2. Where can I find the new salary schedules?

- Salary schedules are available via the Human Resources website, open the hyperlink <https://achieve.lausd.net/Page/4045>
- The Salary Tables page will display the updated tables for the 2025-2026 School Year along the Salary Tables effective July 1, 2026
- *Please note that the agreement calls for a phase in of 4 salary tables, which will be posted no later than the effective dates:*
 - July 1, 2025
 - July 1, 2026
 - January 1, 2027
 - June 30, 2027

3. What are the salary increases for 2025-2026 and 2026-2027 school years?

- The Salary Agreement between UTLA and LAUSD can be found [HERE](#) on pages 150-162

4. How will the retroactive salary adjustments be reflected on my paycheck?

- The retroactive salary payment will be reflected in the “Prior Pay Adjustments” section of your paycheck
- Sample hourly and salaried check stubs are included on pages 4 – 5.
 - Salaried employees will see the difference in pay for each month labelled as A-, B-, C-, or E-Basis Salary for the period 07/31/25 through 07/31/26
 - Hourly employees will see the differences in the hourly rates for each month with negative lines reversing the former hourly rates and positive lines paying the increased hourly rates (see page 6 for the hourly paystub sample)

5. Will the retroactive salary increase payment be applied to my differential?

- No. The retroactive salary increases only apply to the base salary table

6. Will I receive the retroactive salary increase payment on my Special Assignment, Z-Time, Auxiliary, and Replacement Service hours?

- Yes. The associated rate increase will apply

7. What is the payment method for the retroactive salary increase payment?

- **Active** employees will receive the rate increase payment according to your regular method of payment
- **Inactive** (Retired, Separated, etc.) employees will receive the rate increase payment as a check warrant and distribution will be via U.S. mail.

8. I was represented by another union for a portion of 2025-2026 and now I am represented by UTLA who is eligible for a salary increase. Am I entitled to receive the wage increase for 2025-2026?

- The increase will be applied to the wages earned while UTLA represented

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9. Will my Federal, State and any other applicable withholding tax be affected by the retroactive salary increases?

- Taxes will be deducted in accordance with the applicable Federal/State rates based upon your Form W-4 for Federal and Form DE-4 for State, on file

10. Will Social Security, Medicare and State Disability Insurance taxes be withheld from the retroactive increase payment?

- Social Security, Medicare, and State Disability Insurance will be withheld as required, and as applicable

11. I have a Garnishment in place. Will these deductions be withheld from the rate increase payment?

- Yes. The Garnishment amounts are determined by the terms of the court order. Each garnishment order clearly specifies the terms – either percentage or an amount. The payroll system is designed to comply with any terms as specified per the orders

12. Will my Voluntary Deductions be withheld from the rate increase payment?

- Yes. All Voluntary Deductions will be withheld.

13. Will my Union Dues deduction be withheld from the rate increase payment?

- Yes. The Union Dues deductions will be reflected in the “Post-Tax Deductions” section of your paycheck
 - The first line item “Leg Ret UTLA Union Due” will reflect a deduction amount based on the salary payment period up to July 31, 2026
 - The second line item “UTLA – Member Dues” will reflect a deduction amount based on the current salary period of August 31, 2026
 - The increase in “UTLA - Member Dues” are effective September 1, 2026, and will be reflected on the October 5, 2026 paystub

14. I am eligible to receive the rate increase payment. Do I have to take any step(s) to get the appropriate credit to my retirement account?

- No. The retirement contributions will be reported accordingly to the appropriate retirement agency

15. Will my retirement contributions be withheld from the retroactive salary increase payment?

- Yes, it will be withheld at the rates applicable at the time the wages were earned

16. How can I view and download my September 4, 2026, paystub via Employee Self Service (ESS)?

- Go to Employee Self Service <https://ess.lausd.net>
- Enter your LAUSD email address and password, then click Sign-in
- To view your paystubs, click My Paystubs tile
- To view a paystub, click pay date 09/04/2026
- To view the entire paystub, click on Open as PDF button. It displays the paystub in new window

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17. Who should I contact if I have questions regarding my salary pay rates?

- Contact Human Resources at (213) 241-2051 or email at HRsalary@lausd.net

18. Who should I contact if I have questions regarding the Legacy Retro UTLA Union Dues deduction amount?

- Contact UTLA at (213) 487-5560

19. Who should I contact if I have questions regarding my paycheck?

- Contact the Payroll Administration Branch by email at payrollsupport@lausd.net **OR** call (213) 241-2570, Monday – Friday 8:00 AM – 4:00 PM
- Identify your email or call as:
 - September 4, 2026 Salary Increase
- To ensure that you receive a prompt and timely response, please be sure that the following information is included in your email or is provided to the Customer Service Representative if making a phone inquiry:
 - Name
 - Employee number
 - Telephone number and the best time to be contacted
 - The reason why you think your paycheck is incorrect
- A payroll specialist will review your paycheck and contact you at the number provided

FREQUENTLY ASKED QUESTIONS

2025-2027 UTLA Salary Increase and Retro Payment

Sample Paystub – Salaried Teacher

Employee Statement of Earnings - Payroll Help: (213)241-2570 or payrollsupport@lausd.net

Tax Exemptions

Name	EE ID	Payroll Period	Pay Date	Payroll Payment	PS-Area	FED / S / Exemptions = 00														
LAST NAME, FIRST NAME	123456	08/01/26 To:08/31/26	09/04/26	Cert	UT	CA / S / Exemptions = 00														
Payments	Per End	SB	PS-Grp	PL	PERNR	Cost Ctr	Rate	Hours	Gross	Leave HRS										
PRIOR PAY ADJUSTMENTS										Full Pay Illness	1,787.43									
C-Basis Salary	07/31/25	C	24	10	XXXXXXXXXX	1212301			320.12											
Special Assignment	07/31/25	C	24	10	XXXXXXXXXX	1099501	78.46167	5.50-	431.54-											
Special Assignment	07/31/25	C	24	10	XXXXXXXXXX	1099501	81.60010	5.50	448.80											
C-Basis Salary	08/31/25	C	24	10	XXXXXXXXXX	1212301			320.12											
Special Assignment	08/31/25	C	24	10	XXXXXXXXXX	1099501	78.46167	12.00-	941.54-											
Special Assignment	08/31/25	C	24	10	XXXXXXXXXX	1099501	81.60010	12.00	979.20											
Z-Regular Time Pay	08/31/25	C	24	10	XXXXXXXXXX	1212301	81.60010	6.00	489.60	District Paid Benefits										
Z-Regular Time Pay	08/31/25	C	24	10	XXXXXXXXXX	1212301	78.46167	6.00-	470.77-											
C-Basis Salary	09/30/25	C	24	10	XXXXXXXXXX	1212301			320.12	Aetna Dental PPO ER	82.89									
Special Assignment	09/30/25	C	24	10	XXXXXXXXXX	1099501	81.60010	2.00	163.20	VSP(K) ER	7.02									
Special Assignment	09/30/25	C	24	10	XXXXXXXXXX	1099501	78.46167	2.00-	156.92-	Employee Basic Life	0.96									
C-Basis Salary	10/31/25	C	24	10	XXXXXXXXXX	1212301			320.12	HealthNet HMO ER	1,954.61									
Special Assignment	10/31/25	C	24	10	XXXXXXXXXX	1099501	78.46167	2.00-	156.92-	District Paid STRS	2,770.21									
Special Assignment	10/31/25	C	24	10	XXXXXXXXXX	1099501	81.60010	2.00	163.20											
C-Basis Salary	11/30/25	C	24	10	XXXXXXXXXX	1212301			320.12											
Special Assignment	11/30/25	C	24	10	XXXXXXXXXX	1099501	81.60010	1.00	81.60											
Special Assignment	11/30/25	C	24	10	XXXXXXXXXX	1099501	78.46167	1.00-	78.46-											
C-Basis Salary	12/31/25	C	24	10	XXXXXXXXXX	1212301			320.12											
C-Basis Salary	01/31/26	C	24	10	XXXXXXXXXX	1212301			320.12	Annualized Status										
C-Basis Salary	02/28/26	C	24	10	XXXXXXXXXX	1212301			320.12											
Special Assignment	02/28/26	C	24	10	XXXXXXXXXX	1099501	78.46167	1.00-	78.46-	Earned Amt	7,711.21									
Special Assignment	02/28/26	C	24	10	XXXXXXXXXX	1099501	81.60010	1.00	81.60	Paid Amt	17,478.74									
C-Basis Salary	03/31/26	C	24	10	XXXXXXXXXX	1212301			320.12	Difference	9,767.53-									
C-Basis Salary	04/30/26	C	24	10	XXXXXXXXXX	1212301			320.12											
Special Assignment	04/30/26	C	24	10	XXXXXXXXXX	1099501	78.46167	1.50-	117.69-	Hours Summary										
Special Assignment	04/30/26	C	24	10	XXXXXXXXXX	1099501	81.60010	1.50	122.40											
C-Basis Salary	05/31/26	C	24	10	XXXXXXXXXX	1212301			320.12	Contract Hrs	1,224									
Special Assignment	05/31/26	C	24	10	XXXXXXXXXX	1099501	81.60010	1.00	81.60	Reported Hrs	90									
Special Assignment	05/31/26	C	24	10	XXXXXXXXXX	1099501	78.46167	1.00-	78.46-	Remaining Hrs	1,134									
C-Basis Salary	06/30/26	C	24	10	XXXXXXXXXX	1212301			320.12	Fiscal Hrs Paid	90									
Pre-Tax Deductions										Current	YTD	Post-Tax Deductions		Current	YTD	Totals	Current	YTD		
STRS Pre Tax Refund De							151.88-	151.88-	Gross	14,503.87		84,784.90								
STRS EE	1486.64-		8690.46-			Leg Ret UTLA Union Due	124.32-	1118.88-	Imputed Income	0.00		0.00								
						UTLA - Member Dues	10.00-	90.00-	Pre-Tax Deduct	1,486.64-		8,631.96-								
						UTLA - Premiums														
C-Basis Salary - This is the additional amount being paid for the month ending 7/31/25 based on the new rate										Taxable Earnings		13,017.23	76,152.94							
Special Assignment-These lines show the pay at the original rate being subtracted and being added at the new rate										FED Withholding		2,357.30-	11,295.20-							
										FED EE Medicare		210.31-	1,229.38-							
										CA Withholding		956.56-	4,211.10-							
										Post-Tax Deduct		286.20-	1,360.76-							
										Non-Tax Reimburs		0.00	0.00							
Total Pre-Tax:										1,486.64-	8,631.96-	Total Post-Tax:		286.20-	1,360.76-	Total Net Pay		9,206.86		
* View your detailed Time Statement at https://ess.lausd.net																				
Message:																				

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Sample Paystub – Salaried Teacher (p. 2)

Employee Statement of Earnings - Payroll Help: (213)241-2570 or payrollsupport@lausd.net

Tax Exemptions

Name EE ID Payroll Period Pay Date Payroll Payment PS-Area
LAST NAME, FIRST NAME 123456 08/01/26 To:08/31/26 09/04/26 Cert UT

Payments	Per End	SB	PS-Grp	PL	PERNR	Cost Ctr	Rate	Hours	Gross	Leave HRS
Annualization Settle	06/30/26				XXXXXXXX				0.01-	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	81.60010	36.00	2,937.60	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	78.46167	36.00-	2,824.62-	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	78.46167	6.00-	470.77-	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	81.60010	6.00	489.60	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	78.46167	6.00-	470.77-	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1212301	81.60010	6.00	489.60	
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1046501	78.46167	6.00-	470.77-	District Paid Benefits
Special Assignment (	06/30/26	C	24	10	XXXXXXXX	1046501	81.60010	6.00	489.60	
Z-Regular Time Pay	06/30/26	C	24	10	XXXXXXXX	1099501	81.60010	6.00	489.60	
Z-Regular Time Pay	06/30/26	C	24	10	XXXXXXXX	1099501	78.46167	6.00-	470.77-	
C-Basis Salary	07/31/26	C	24	10	XXXXXXXX	1212301			736.28	
CURRENT PAY *										
Regular Time Pay	08/31/26	C	24	10	XXXXXXXX	1212301		90.00		
C-Basis Salary	08/31/26	C	24	10	XXXXXXXX	1212301			8,739.37	
Special Assignment (	08/31/26	C	24	10	XXXXXXXX	1212301	85.68010	0.98	83.97	
Z-Regular Time Pay	08/31/26	C	24	10	XXXXXXXX	1212301	85.68010	6.00	514.08	
Dist Spnsd Training	08/31/26	C	24	10	XXXXXXXX	1099501	50.00	6.00	300.00	

Annualized Status

Regular Time Pay 8/31/26 - This shows the number of hours for the current pay period

C-Basis Salary 08/31/26 - This shows the salary for the current pay period being paid at the current adjusted rate

Hours Summary

Pre-Tax Deductions	Current	YTD	Post-Tax Deductions	Current	YTD	Totals	Current	YTD
						Gross	14,503.87	84,784.90
						Imputed Income	0.00	0.00
						Pre-Tax Deduct	1,486.64-	8,631.96-
						Taxable Earnings	13,017.23	76,152.94
						Post-Tax Deduct	286.20-	1,360.76-
						Non-Tax Reimburs	0.00	0.00
Total Pre-Tax:	1,486.64-	8,631.96-	Total Post-Tax:	286.20-	1,360.76-	Total Net Pay	9,206.86	

* View your detailed Time Statement at <https://ess.lausd.net>
Message:

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2025-2027 UTLA Salary Increase and Retro Payment

Sample Paystub – Day to Day Substitute

Employee Statement of Earnings - Payroll Help: (213)241-2570 or payrollsupport@lausd.net										Tax Exemptions	
Name	EE ID	Payroll Period		Pay Date	Payroll Payment	PS-Area	FED / S / Exemptions = 00				
LAST NAME, FIRST NAME	123456	08/01/26 To:08/31/26		09/04/26	Cert DD*XXXX	UU	CA / S / Exemptions = 00				
Payments	Per End	SB	PS-Grp	PL	PERNR	Cost Ctr	Rate	Hours	Gross	Leave HRS	
PRIOR PAY ADJUSTMENTS										Full Pay Illness	34.00
Regular Time Pay	07/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	43.58087	12.00-	522.97-		
Regular Time Pay	07/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	44.45249	12.00	533.43		
Z-Time Diff equate	07/31/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	4.01990	12.00-	48.24-		
Z-Time Diff equate	07/31/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	4.10030	12.00	49.20		
Regular Time Pay	08/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	44.45249	6.00	266.71		
Regular Time Pay	08/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	43.58087	6.00-	261.49-		
Regular Time Pay	08/31/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	44.45249	30.00	1,333.57	District Paid Benefits	
Regular Time Pay	08/31/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	43.58087	30.00-	1,307.43-		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	44.45249	48.00	2,133.71	Kaiser HMO (A) ER	1,523.73
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	43.58087	48.00-	2,091.89-	DeltaCare PMI (I) ER	29.76
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	44.45249	24.00	1,066.86	VSP(K) ER	7.02
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	43.58087	24.00-	1,045.94-	Employee Basic Life	0.96
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1766901	44.45249	6.00	266.71	District Paid STRS	537.85
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1766901	43.58087	6.00-	261.49-		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	43.58087	6.00-	261.49-		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	44.45249	6.00	266.71		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	43.58087	12.00-	522.97-		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	44.45249	12.00	533.43		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	43.58087	6.00-	261.49-	Annualized Status	
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	44.45249	6.00	266.71		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	43.58087	6.00-	261.49-		
Regular Time Pay	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	44.45249	6.00	266.71		
Sub/Temp Absence	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	44.45249	6.00	266.71		
Sub/Temp Absence	09/30/25	C	SUBDTD	XX	XXXXXXXXXX	1995001	43.58087	6.00-	261.49-		
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	44.45249	12.00	533.42	Hours Summary	
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1853601	43.58087	12.00-	522.98-		
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	44.45249	12.00	533.43	Fiscal HRS	30
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1515301	43.58087	12.00-	522.97-		
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1766901	43.58087	54.00-	2,353.37-		
Regular Time Pay	10/31/25	C	SUBDTD	XX	XXXXXXXXXX	1766901	44.45249	54.00	2,400.43		
Pre-Tax Deductions	Current	YTD		Post-Tax Deductions		Current	YTD Totals		Current	YTD	
STRS EE	287.41-	3213.00-		Leg Ret UTLA Union Due		65.84-	65.84-		Gross	2,816.05	31,484.37
				UTLA - Member Dues		62.16-	497.28-		Imputed Income	0.00	0.00
				UTLA - Premiums		1.67-	13.36-		Pre-Tax Deduct	287.41-	3,213.00-

Regular Time Pay 07/31/25 - These lines show the hours worked during the pay period at the prior rate being subtracted and re-paid at the new, higher rate. This is repeated for time worked during each pay period.

Sub/Temp Absence 09/30/25 - These lines show paid illness/absence hours at the prior rate being subtracted and being re-paid at the new, higher rate.

Total Pre-Tax: 287.41- 3,213.00- Total Post-Tax: 129.67- 576.48- Total Net Pay 2,115.36
* View your detailed Time Statement at <https://ess.lausd.net>
Message: