

## ARTICLE XIV

### SALARIES

#### 1.0 Salaries:

##### A. 2025–2026 Compensation

Effective December 31, 2025, all UTLA bargaining unit members in active employed status shall receive a one-time, off-schedule lump-sum payment equal to two percent (2%) of the employee's base salary earned during the period July 1, 2025 through December 31, 2025.

Effective June 30, 2026, all UTLA bargaining unit members in active employed status shall receive a one-time, off-schedule lump-sum payment equal to four percent (4%) of the employee's base salary earned during the period January 1, 2026 through June 30, 2026.

##### B. 2026–2027 Compensation

Effective July 1, 2026, the parties shall work collaboratively to adjust all UTLA base salary schedule tables so that the ranges, steps, and columns reflect more uniform and consistent progression across each respective table. The total cost of these adjustments shall be equivalent to, but shall not exceed, the dollar value of a 4% on-schedule across-the-board wage increase.

Effective January 1, 2027, the parties shall work collaboratively to adjust all UTLA base salary schedule tables so that the ranges, steps, and columns reflect more uniform and consistent progression across each respective table. The total cost of these adjustments shall be equivalent to, but shall not exceed, the dollar value of a 4% on-schedule across-the-board wage increase.

**OR – an across the boards wage increase of 4% on 7/1/26 and 4% on 1/1/27 as follows:**

- Effective July 1, 2026, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the unadjusted base salary tables.
- Effective January 1, 2027, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the unadjusted base salary tables.

C. Wage Reopeners for 2026-27

- Upon completion of the 2026-2027 Audit Report, if General Fund unrestricted and Fund 17 combined ending balances for 2026-27 are equal to or greater than General Fund unrestricted and Fund 17 audited ending balances for 2025-26, then the parties will reopen on retroactive wage increases for 2026-2027.

D. Wage Reopener for 2027-28

On or after July 1, 2027, either party may reopen Article XIV – Salaries solely for the purpose of negotiating compensation for the 2027–2028 school year.