

UTLA Salary Proposal

PART I: Salaries and Salary Schedule:

1. Effective July 1, 2025: Implement restructured salary schedules with the changes described below.
2. Effective July 1, 2026: 3% Across the Board Salary Increase to all employees and salary schedules.

Salary Schedule Restructuring to be implemented July 1, 2025:

1. Preparation Salary (T) TABLE

- a) Raise starting salary by 16% to:
 - C Basis: \$80,000
 - B Basis: \$86,667.73
 - A Basis: \$102,400.90
- b) Change increases between each of the columns (years of service) to the following:
 - Columns 1-10: 3.25%
 - Columns 10- 15: 2.5%
 - Longevity Steps 20, 25, 30: 1%
- c) Change increases between rows (salary points) to 1.5%.
- d) Eliminated the last two rows (26 and 27) so that the number of salary points needed to advance to column 11 is 70 instead of 98. Maintain the 14-point increments to move down the rows. Upon implementation, redistribute educators in column 10 rows 25, 26 across columns 11 – 30 based on their years of service.
- e) Add secondary school Career Technical Education teachers to the T table with column placement based on their years of service and credit for documented courses eligible for salary points.

2. SE TABLE: Special Education Teachers and Other Special Education Certificated Employees

- a) Raise starting salary by 16% to:
 - C Basis: \$83,327.44
 - B Basis: \$90,271.20
 - A Basis: \$106,609.80
- b) Change increases between each of the columns (years of service) to the following:
 - Columns 1-10: 3.25%
 - Columns 10- 15: 2.5%
 - Longevity Steps 20, 25, 30: 1%
- c) Change increases between rows (salary points) to 1.5%.
- d) Eliminated the last two rows (26 and 27) so that the number of salary points needed to advance to column 11 is 70 instead of 98. Maintain the 14-point increments to move down the rows. Upon implementation, redistribute educators in column 10 rows 25, 26 across columns 11 – 30 based on their years of service.

3. **L TABLE (Alternative Certification):**

- a) Raise starting salary from 87.18% to 90% of the proposed T – Table
 - C Basis: \$72,000
 - B Basis: \$78,000.60
 - A Basis: \$92,160.86
- b) Change increases between each of the columns (years of service) to the following:
 - Columns 1-10: 3.25%
 - Columns 10- 15: 2.5%
 - Longevity Steps 20, 25, 30: 1%
- c) Change increases between rows (salary points) to 1.5%.
- d) Eliminated the last two rows (26 and 27) so that the number of salary points needed to advance to column 11 is 70 instead of 98. Maintain the 14-point increments to move down the rows. Upon implementation, redistribute educators in column 10 rows 25, 26 across columns 11 – 30 based on their years of service.

4. **N TABLE: School Nurses**

- a) Raise starting salary by 16% to:
 - C Basis: \$114, 775.04
 - B Basis: \$124, 339.24
- b) Change increases between each of the columns (years of service) to the following:
 - Columns 1-10: 3.25%
 - Columns 10- 15: 2.5%
 - Longevity Steps 20, 25, 30: 1%

5. **D TABLE: Special Services**

- a) Raise starting salaries in all rows by 16%
- b) Change the increases between each of the columns (years of service) to the following:
 - Columns 1-5: 5.5%
 - Columns C1 – C4: 2%

6. **C TABLE: Early Education**

- a) Raise starting salary to 70% of proposed T Table to:
 - C Basis: \$56,000
 - A Basis: \$71,647.15
 - E Basis: \$62,462.05
- b) Change the increases between each of the columns to 4%
- c) Change the increases between the rows to 5%

- d) Make those with BA eligible for the longevity step at year 20
- e) Extend columns to 10 in all rows. Upon implementation, redistribute educators in column 5 across columns 6 to 10 based on their years of service. Redistribute those with 20 years or more of service who have a BA to the 20 year column

7. NP TABLE: Nurse Practitioners

- a) Raise starting salary 16% to \$138,333.48
- b) Change increases between each of the columns to:
 - Columns 1-5: 5% (from current average of 4.56%)
 - Columns C1 - C4: 1.5%, (from current average of 1.3%)

8. THR Hourly Rates: Adult Education Teachers

- a) Raise starting hourly rate (OA) by 16% to \$67.77
- b) Change increases between each of the columns to uniform 5% based on average of current scale.
- c) Change criteria or advancing cross the columns so that an employee advances to the next column after one year of at least 734 hours and 30 hours of staff development for all columns.

9. Substitute Rates: Increase the daily rate and all incentive rates, including but not limited to the Resident Program, Incentive Plan, Extended Substitute by 16%

Notes:

1. *The Union's proposal detailed above is based on salary schedule and bargaining unit data provided by the District. The union reserves the right to modify its proposal should additional information from the District change the impact of the union's proposal above.*
2. *The dollar amounts listed in the union's proposals of A Basis, B Basis, and C Basis above are provided in order to clarify the union's proposal. However, the union's proposal applies to all bargaining unit members on those tables, including those who may be on a basis other than A, B and C. Should there be Bargaining Unit members not covered under the tables and rates listed above the union proposes to increase the salary of those employees and the applicable scales by 16%.*
3. *No bargaining unit members shall receive a salary reduction under this proposal. It is the union's understanding based on data provided by the employer that all bargaining unit members will receive a salary increase as a result of this proposal*
4. *UTLA will email LAUSD its proposals for each salary table showing the new proposed rates in each cell.*

5. *Corresponding edits will be made in Article XIV Salaries.*

PART II: Stipends and Differentials:

Effective July 1, 2025: Increases all stipends, differentials and the training rate by the percentage increase to the first cell of the T-Table (16%) and by all future across the board increases, including the July 1, 2026 across the board increase of 3%).

Additionally, the stipends below will be added or amended as follows::

- **Activity assignment in visual and performing arts:** Increase the existing stipend to equal that of the Athletic Coach stipend schedule
- **Arts Assistants:** Increase existing stipend to equal that of the Athletic Coach stipend schedule
- **Out of Classroom 8 our onsite positions (voluntary):** See Article IX Hours, Duties and Work Year proposal section 3.5 b on the voluntary acceptance of an 8 hour onsite obligation and corresponding stipend. Increase the stipend to \$5,000.
- **National Board Certification Differential:** Extend eligibility to include non-roster carrying staff
- **Homeless Liaison:** Create new stipend for staff who take on the Homeless Liaison role in schools with houseless populations of 3% or greater at \$1800 a year
- **Inclusion Lead Teacher:** New stipend to be created at \$1800 a year
- **See Article XI-B Master Plan for details related to the addition of the following stipends:**
 - Health and Human Service and Out of Classroom Staff who deliver services in the student's primary language
 - Staff whose who hold a BCC/BCLAD or District equivalent and whose class make-up is at least one-quarter Newcomers and/or Emerging, Expanding, or Bridging Bilingual students in an English immersion program for at least one-half of the teacher's instructional day.
 - Educators teaching World Languages classes in dual language programs
- If an employee excepts duties that would qualify for multiple stipends they will receive payment for each of those stipends
- The Early Education Head Teacher will no longer be required to split the stipend. In cases where two staff members have accepted the Head Teacher responsibility, both will be compensated.
- **Auditory Verbal Therapist Certificated Staff:** New Stipend of \$1800 for AVT Staff that provides the service of Auditory-Verbal therapy for deaf and hard of hearing students.

The Union requests a list of all existing stipends with the current dollar amount and eligibility criteria for each. The Union reserves the right to propose additional adjustments and / or to modify its proposal based on that list.

Part III: Impact on School Site Budgets:

School site budgets will be increased by amounts equivalent to the percentage increase in the cost of positions that result from any across the board salary increase. For the purpose of determining this amount as relates to the implementation of the July 1, 2025 wage scale, school site budgets will be increased by the same percentage as the percentage increase in payroll costs that results from the implementation of the wage scales.