

ARTICLE XIV

SALARIES

1.0 Salaries:

A. 2025-2026 Salary Increase:

UTLA may select one (1) of the two following 2025-2026 compensation options to be applicable to the entire unit:

Option 1: (conceptual proposal, subject to further modification)

Effective July 1, 2025, all UTLA bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

Option 2:

Effective July 1, 2025, all UTLA base salary schedule tables shall be adjusted so that salary range, step, and columns of each respective table have approximately uniform, consistent, progression/gapping of salary increases between salary ranges, step, and columns. Such adjustment to all UTLA base salary schedule tables shall be equivalent to, but not exceed, the cost of a 2% on-schedule wage increase applied to all pay scale groups and levels of the existing, unadjusted base salary tables and may result in individual salary steps on the various salary tables receiving more or less than a 2% increase.

B. 2026-2027 Effective July 1, 2026, all UTLA bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

C. 2027-2028 Salary Reopener: On or after July 1, 2026, UTLA may reopen Article XIV—Salaries solely on compensation for the 2027-2028 School Year (effective on or after July 1, 2027).

A. ~~2022–2023~~

1. ~~Salary Increase:~~

a. ~~Effective July 1, 2022, 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.~~

- ~~b. Effective January 1, 2023, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.~~

~~2. Nurse and Nurse Practitioner Market Equity Increase~~

~~a. Effective January 1, 2023:~~

- ~~i. 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 prior to the raise in Section A(1)(b) being applied~~

All bargaining unit members in the position of School Nurse shall remain on the UN Salary Table.

- ~~ii. 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 T table and adding \$20,000 to each step/column prior to the raise in Section A(1)(b) being applied.~~

All bargaining unit members in the position of Nurse Practitioner shall remain on the NP Salary Table.

~~b. Effective July 1, 2023:~~

- ~~i. The onsite obligation of School Nurses shall be increased to seven (7) hours per day.~~

The onsite obligation of School Nurses shall remain seven (7) hours per day.

- ~~ii. The onsite obligation of Nurse Practitioners shall remain eight (8) hours per day.~~
[CCL]

~~3. Special Education Teachers Market Equity Increase~~

~~a. Effective June 1, 2023,~~

- ~~b. UTLA bargaining unit members working in Special Education shall be moved to the newly developed SE Salary Table.~~

UTLA bargaining unit members working in Special Education shall remain on the SE Salary Table.

- ~~c. 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 wage increases in Sections A(1)(a) and A(1)(b) are applied.~~

~~4. Early Education Teachers Market Equity Increase~~

~~a. Effective June 1, 2023,~~

- ~~b. UTLA bargaining unit members working in Early Education shall have their annual salary increased on the A basis, C Table by \$1,500 after the wage increases in Sections A(1)(a) and A(1)(b) are applied.~~

- ~~c. 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.~~

~~5. Market Equity Increase for Employees Assigned to the D Table~~

- ~~a. Effective June 1, 2023,~~
- ~~b. 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 raises in Sections A(1)(a) and A(1)(b) are applied.~~
- ~~c. 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.~~

~~6. Masters and Doctorate Differentials: Effective July 1, 2023, Adult Education and CTE bargaining unit members shall be eligible for Masters and Doctorate degree differentials referenced in Appendix E. Effective July 1, 2024, Early Education Center bargaining unit members shall be eligible for Masters and Doctorate degree differentials referenced in Appendix E.~~ **Adult Education, CTE, and Early Education Center bargaining unit members shall remain eligible for Masters and Doctorate degree differentials referenced in Appendix E.**

~~B. 2023 – 2024~~

~~1. Salary Increase:~~

- ~~a. Effective July 1, 2023, 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.~~
- ~~b. Effective January 1, 2024, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.~~
- ~~c. Adult Education and CTE bargaining unit members shall be eligible for Masters and Doctoral degree differentials effective July 1, 2023.~~

~~C. 2024 – 2025~~

~~1. Salary Increase:~~

- ~~a. 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.~~
- ~~b. Effective January 1, 2025, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.~~
- ~~c. Early Education bargaining unit members shall be eligible for Masters and Doctoral degree differentials effective July 1, 2024.~~

~~D. All of the April 26, 2005 changes in Articles XIV and XV are to become effective only for future salary point credit and rating-in determinations, and were made possible only by amendments to the applicable Education Code and Government Code sections so that none need be made on a retroactive basis and no past determinations need be disturbed nor will be disturbed, either positively or negatively. Application of the new rules will be limited to coursework/activities completed on or after April 26, 2005. Determinations made by the Joint Salary Point Credit Committee shall similarly be applied prospectively.~~ **[CCL]**

1.1—38.0 [CCL] Current Contract Language

35.1 **Home School Assignments:** For purposes of Home School assignments, the District will be divided into ~~eleven local Districts~~ **six region** assignment areas...