

ARTICLE XIV

SALARIES

1.0 Salaries:

A. 2025-2026 Salary Increase:

Effective July 1, 2025, 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 2.5% on-schedule wage increase (approximately \$105.3 million).

~~—OR—~~

Alternatively, Effective July 1, 2025, all UTLA bargaining unit members shall receive a 2.5% on-schedule wage increase applied to all pay scale groups and levels of the unadjusted base salary tables.

B. 2026-2027 Salary Increase:

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.

All UTLA bargaining unit members in active employed status on June 30, 2027 shall receive a one-time, off-schedule lump-sum payment equal to 1% of the employee's base salary earned during the 2026-27 year.

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).

The District will make every effort to pay all negotiated increases, including retroactive increases and bonuses, if applicable, as soon as possible following adoption by the Board of Education.

~~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]**

UTLA Salary Proposal 2-21-25
District Counter 9-10-25 updated
UTLA Verbal Counter 11-10-25
District Counter 12-2-25

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...