

UTLA SALARY PROPOSAL 4/11/2026

L TABLE:

Alternative Certification

PROPOSED SCALE

		3.25% Steps 1-10										2.5% Steps 11-15			1.5% Longevity Steps					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15-19	20-24	25-29	30+	
20 (min)	C Basis	\$ 67,131.16	\$ 69,312.92	\$ 71,565.59	\$ 73,891.47	\$ 76,292.95	\$ 78,772.47	\$ 81,332.57	\$ 83,975.88	\$ 86,705.10	\$ 89,523.01									
	B Basis	\$ 72,725.98	\$ 75,089.58	\$ 77,529.99	\$ 80,049.71	\$ 82,651.33	\$ 85,337.50	\$ 88,110.96	\$ 90,974.57	\$ 93,931.24	\$ 96,984.01									
21 (+14 pts)	A Basis	\$ 85,928.69	\$ 88,721.37	\$ 91,604.82	\$ 94,581.97	\$ 97,655.89	\$ 100,829.70	\$ 104,106.67	\$ 107,490.13	\$ 110,983.56	\$ 114,590.53									
	C Basis	\$ 68,138.13	\$ 70,352.62	\$ 72,639.08	\$ 74,999.85	\$ 77,437.34	\$ 79,954.06	\$ 82,552.56	\$ 85,235.52	\$ 88,005.67	\$ 90,865.86									
22 (+28 pts)	B Basis	\$ 73,816.87	\$ 76,215.92	\$ 78,692.94	\$ 81,250.46	\$ 83,891.10	\$ 86,617.56	\$ 89,432.63	\$ 92,339.19	\$ 95,340.21	\$ 98,438.77									
	A Basis	\$ 87,217.62	\$ 90,052.19	\$ 92,978.89	\$ 96,000.70	\$ 99,120.72	\$ 102,342.15	\$ 105,668.27	\$ 109,102.49	\$ 112,648.32	\$ 116,309.39									
23 (+42 pts)	C Basis	\$ 69,160.20	\$ 71,407.91	\$ 73,728.66	\$ 76,124.84	\$ 78,598.90	\$ 81,153.37	\$ 83,790.85	\$ 86,514.05	\$ 89,325.76	\$ 92,228.85									
	B Basis	\$ 74,924.12	\$ 77,359.16	\$ 79,873.33	\$ 82,469.21	\$ 85,149.46	\$ 87,916.82	\$ 90,774.12	\$ 93,724.28	\$ 96,770.32	\$ 99,915.35									
24 (+56 pts)	A Basis	\$ 88,525.88	\$ 91,402.97	\$ 94,373.57	\$ 97,440.71	\$ 100,607.54	\$ 103,877.28	\$ 107,253.29	\$ 110,739.02	\$ 114,338.04	\$ 118,054.03									
	C Basis	\$ 70,197.60	\$ 72,479.02	\$ 74,834.59	\$ 77,266.72	\$ 79,777.89	\$ 82,370.67	\$ 85,047.71	\$ 87,811.76	\$ 90,665.65	\$ 93,612.28									
25 (+70 pts)	B Basis	\$ 76,047.99	\$ 78,519.55	\$ 81,071.43	\$ 83,706.25	\$ 86,426.71	\$ 89,235.57	\$ 92,135.73	\$ 95,130.14	\$ 98,221.87	\$ 101,414.08									
	A Basis	\$ 89,853.77	\$ 92,774.02	\$ 95,789.17	\$ 98,902.32	\$ 102,116.65	\$ 105,435.44	\$ 108,862.09	\$ 112,400.11	\$ 116,053.11	\$ 119,824.84									
26	C Basis	\$ 71,250.57	\$ 73,566.21	\$ 75,957.11	\$ 78,425.72	\$ 80,974.55	\$ 83,606.23	\$ 86,323.43	\$ 89,128.94	\$ 92,025.63	\$ 95,016.46									
	B Basis	\$ 77,188.71	\$ 79,697.34	\$ 82,287.50	\$ 84,961.85	\$ 87,723.11	\$ 90,574.11	\$ 93,517.77	\$ 96,557.09	\$ 99,695.20	\$ 102,935.29									
27	A Basis	\$ 91,201.58	\$ 94,165.63	\$ 97,226.01	\$ 100,385.86	\$ 103,648.40	\$ 107,016.97	\$ 110,495.02	\$ 114,086.11	\$ 117,793.91	\$ 121,622.21									
	C Basis	\$ 72,319.32	\$ 74,669.70	\$ 77,096.47	\$ 79,602.10	\$ 82,189.17	\$ 84,860.32	\$ 87,618.28	\$ 90,465.87	\$ 93,406.02	\$ 96,441.71	\$ 98,852.75	\$ 101,324.07	\$ 103,857.17	\$ 106,453.60	\$ 109,114.94	\$ 110,751.67	\$ 112,412.94	\$ 114,099.14	
28	B Basis	\$ 78,346.54	\$ 80,892.80	\$ 83,521.82	\$ 86,236.27	\$ 89,038.95	\$ 91,932.72	\$ 94,920.53	\$ 98,005.45	\$ 101,190.63	\$ 104,479.32	\$ 107,091.31	\$ 109,768.59	\$ 112,512.80	\$ 115,325.62	\$ 118,208.76	\$ 119,981.89	\$ 121,781.62	\$ 123,608.35	
	A Basis	\$ 92,569.60	\$ 95,578.11	\$ 98,684.40	\$ 101,891.65	\$ 105,203.12	\$ 108,622.23	\$ 112,152.45	\$ 115,797.40	\$ 119,560.82	\$ 123,446.54	\$ 126,532.71	\$ 129,696.03	\$ 132,938.43	\$ 136,261.89	\$ 139,668.43	\$ 141,763.46	\$ 143,889.91	\$ 146,048.26	

1.5%
Rows 20-
25

IMPLEMENTATION RAISE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15-19	20-24	25-29	30+	
20 all bases	11.65%	15.28%	19.03%	20.79%	18.61%	21.20%	21.38%	21.25%	19.68%	18.32%									
21 all bases	13.33%	17.01%	19.77%	18.98%	18.16%	17.63%	17.01%	16.60%	16.41%	15.05%									
22 all bases	15.03%	17.74%	16.78%	15.44%	14.57%	13.63%	13.08%	12.40%	12.12%	11.08%									
23 all bases	15.74%	14.89%	13.48%	12.30%	11.00%	10.08%	9.36%	8.84%	8.40%	8.00%									
24 all bases	12.95%	12.31%	10.72%	9.12%	8.02%	8.00%	8.00%	8.00%	8.00%	8.00%									
25 all bases	10.80%	9.78%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	10.77%	13.54%	15.24%	16.97%	18.72%	
26 all bases	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.70%	10.33%	11.98%	13.66%	
27 all bases	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	

**To ensure no employee on this table receives lower than 8% on implementation, all employees whose new salary is less than an 8% increase over their status quo salary will be paid at a rate of 8% over status quo, the implementation raises are listed in the second table*