

DISTRICT CONCEDES IN LANDMARK TENTATIVE AGREEMENT

The collective power of over 37,000 UTLA educators joined by SEIU 99 members and AALA Teamsters won this agreement. Once the agreement is ratified by UTLA members, it will go to the school board for a vote before being fully implemented.

Some of the major wins in the Tentative Agreement include:

SALARY

- Broken salary scales fixed for the first time in decades with consistent step and column increases for steeper salary growth.
- Every member gets a significant raise with an average salary increase of 13.86%.
- Increases to the new salary scales will be phased in with 80% of members reaching their full salary increase by January 1, 2027 and 100% of members by June 30, 2027. The first phase increases will be retroactive to July 1, 2025.
- Educators will move up after ten service years once reaching 70 salary points versus 98 points.

(Read more on salary agreement on the other side.)

SPECIAL EDUCATION

- First-ever 20:1 ratio for RSTs at schools with 80% of Special Education students in general ed setting for 80% of the day.
- Ten planning days a year per RST at schools with 80% of Special Education students in general ed setting for 80% of the day.
- Eliminate per-semester stipend and replace with \$500 for +2 or \$1,000 for +3 overage penalty paid to educators per classification period for Special Education class size violations (prorated for secondary).
- Special Education Center and Career Transitional Centers recognized in Section 15.0 codifying a cap.
- Replacement pay for SLPs.

PARENTAL LEAVE

First-ever paid parental leave. Educators will be eligible for four weeks of paid parental leave. After four weeks, members may use sick leave under current policy. If sick leave has been exhausted, educators will receive 50% salary for the remainder of the twelve-week leave per current policy. This is a major breakthrough and sets a new standard for union educators in California.

MENTAL HEALTH SUPPORT FOR STUDENTS

- 93 new PSA positions, 92 new PSW positions, and 88 new School Psychologist positions.
- Caseload ratios reduced to 400:1 for Middle School Counselors and 335:1 for High School Counselors resulting in 186 new Counselor positions.

SUBCONTRACTING & AI

- No further subcontracting of work done by UTLA educators without the explicit written agreement of UTLA.
- AI cannot be used to replace UTLA positions in doing work performed by UTLA educators without the explicit written agreement of UTLA.
- AI cannot be used to surveil or share information of employees or students.

Read through
all the wins in
the Tentative
Agreement



AND MUCH, MUCH MORE...



572-330

SALARY EXPLAINER

The Tentative Agreement fixes the current broken salary scales with consistent step and column increases for steeper salary growth, and includes significant salary increases for every member at every level. The new salary scales are designed to:

1. Fix the scale structure with uniform percentage increases across columns for years of service and down the rows for salary points (some anniversary increases were as low as 0.12%).
2. Allow employees to advance past column 10 at 70 salary credit points as opposed to 98.
3. Get the largest raise possible at every point on the scale.
4. Make sure that even the minimum raise is significant.
5. Get as much money in educators' pockets as quickly as possible.

Members will see different percentage increases depending on years of service and salary points.

These variations are what bring the scales up to a consistent structure that gets educators to their highest salary faster.

Percentage Increase Distribution

- **8% raise:** 79 members (0.2%)
- **8.01%-10% raise:** 9,270 members (28.4%)
- **10.01%-15% raise:** 14,482 members (44.3%)
- **15.01%- 20% raise:** 4,162 members (12.7%)
- **More than 20% raise:** 4,661 members (14.3%)



Use this salary calculator to see your raise on any table under this agreement



No educator will receive less than an 8% salary increase – with 4% retroactive to July 1, 2025 and the next phase on July 1, 2026. Some members will see a 20% raise or more when the scales are fully implemented by June 30, 2027. The highest percentage increases in the new salary scale are going to the lowest paid members of UTLA. The very highest increases will go mostly to EEC teachers who have been terribly underpaid for decades.

TIMELINE

Retroactive to July 1, 2025: The retroactive payments for the 2025-2026 school year are capped at 4% – everyone gets a 4% retroactive raise back to July 1, 2025.

July 1, 2026 (less than 3 months from now): Everyone gets another raise to go the rest of the distance to their new scale placement. That movement is capped at 5% above where the member was after the 4% increase.

January 1, 2027: Anyone who is still not fully at their placement on the new scale gets another raise capped at an additional 8%. At this point, 80% of educators are at their full placement on the new scale.

June 30, 2027: Anyone not at their full placement on the new scale will see their salary raised the rest of the way. At this point, every educator will be fully on the new scale.

EXAMPLES

If your total raise is 8%, you get 4% retro to July 1, 2025, and then 4% on July 1, 2026—that brings you to your total 8% raise.

If your total raise is 9%, you get 4% retro to July 1, 2025, and then 5% on July 1, 2026—that brings you to your total 9% raise.

If your total raise is 10%, you get 4% retro to July 1, 2025, then 5% on July 1, 2026, and the remaining 1% comes on January 1, 2027—that brings you to your total 10% raise.

If your total raise is 20%, you get 4% retro to July 1, 2025, then 5% on July 1, 2026, 8% on January 1, 2027, then 3% on June 30, 2027—that brings you to your total 20% raise.

Movement across columns (years of service) and rows (salary points) are not restricted by the raise caps in each phase of the new salary scale implementation.