

Salary Agreement- UTLA and LAUSD

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**PART I: Salaries and Salary Schedule:**

1. Effective July 1, 2025 the restructured salary schedules attached as appendix \_and described below shall be implemented. Regardless of placement on the restructured salary schedule no employee shall receive less than an 8 percent salary increase as a result of implementation of the new salary schedules. The salary schedules will be implemented in the following manner:

- a. Effective July 1, 2025, the restructured salary schedules will be implemented. Salary increases from implementation at this phase shall be limited to 4% .
- b. Effective July 1, 2026: Employees will receive a salary increase to the applicable rate on the new schedule based on their column and row placement on that date, to a maximum of 5%.

Example 1: If implementation of the new salary schedule results in an 8% pay increase for an employee they will receive a 4% salary increase and be fully on the schedule on July 1, 2026 (after the 4% from July 1, 2025 and their 4% from July 1, 2026).

Example 2: If implementation of the new salary schedule results in a 9% pay increase for an employee they will be fully on the schedule on July 1, 2026 (after the 4% from July 1, 2025 and their 5% from July 1, 2026).

Example 3: If implementation of the new salary schedule results in a 10% pay increase for an employee they will receive a 5% salary increase, for a cumulative 9% increase to date and will remain 1% below the salary schedule until the next implementation phase described below.

- c. Effective January 1, 2027 any employee who is not yet at their proper placement on the restructured salary schedule will receive a salary increase equal to the amount necessary to reach their proper placement on the salary schedule up to a maximum of 8%.
- d. Effective June 30, 2027 any employee who is not yet at their proper placement on the restructured salary schedule will receive the salary increase necessary to be fully placed on the salary schedule at their proper placement.

2. Employees for whom the maximum increases result in a salary rate below their appropriate scale placement will continue to advance across the columns and down the rows (anniversary date and salary point increases) regardless of the maximum increases.

**Salary Schedule Restructuring to be implemented July 1, 2025:**

1. Preparation Salary (T) TABLE

- a) Starting Salary shall increase by 11.6508% to:
  - C Basis: \$77,000.00
  - B Basis: \$83,147.69
  - A Basis: \$98,560.89
- b) Increases between each of the columns (pay scale level) will be the following:
  - Columns 1-10: 3.25%
  - Columns 10- 15: 2.5%
  - Longevity Steps 20, 25, 30: 1.5%
- c) Increases between rows (salary points) shall become 1.5%.
- d) The last two rows (26 and 27) shall be eliminated so that the number of salary points needed to advance past column 10 is 70. The 14-point increments to move down the rows will be maintained. Upon implementation, employees in column 10 rows 25, 26 will be redistributed across columns 11 – 30 based on assignment anniversary date.
- e) Secondary school Career Technical Education teachers will be added to the T table with column placement based on years of service and credit for documented courses eligible for salary points. Secondary Career Technical Education Teachers will be placed on an move through the scale in the same manner as other employees on the scale regardless of whether they have a bachelor's degree.
- f) To achieve the 8 percent minimum increase employees in certain cells will be advanced as described below on July 1, 2025 (subject to the maximum increases described above)
  - 1) Employees currently in the following cells will be advanced **one** pay scale level (column):
    - i. PSG (row) 26 PSL (column) 11, PSG (row) 27 PSL (column) 4-8, PSG (row) 27 PSL (column) 13
  - 2) Employees currently in the following cells will be advanced **two** pay scale levels (columns):
    - i. PSG (row) 26 PSL (column) 10, PSG (row) 27 PSL (column) 9, PSG (row) 27 PSL (column) 11-12
  - 3) Employees currently in the following cells will be advanced **three** pay scale levels (columns):
    - i. PSG (row) 27 PSL (column) 10

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

- a) Starting salary shall increase by 11.6508% to:
  - C Basis: \$ 80,203.26
  - B Basis: \$ 86,886.68
  - A Basis: \$ 102,612.70

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- b) Increases between each of the columns (pay scale level) will be the following:
  - Columns 1-10: 3.25%
  - Columns 10- 15: 2.5%
  - Longevity Steps 20, 25, 30: 1.5%
- c) Increases between rows (salary points) shall be 1.5%.
- d) The last two rows (26 and 27) shall be eliminated so that the number of salary points needed to advance to column 11 is 70. The 14-point increments to move down the rows shall be maintained. Upon implementation, employees in column 10 rows 25, 26 will be redistributed across columns 11 – 30 based on assignment anniversary date.
- g) To achieve the 8 percent minimum increase employees in certain cells will be advanced as described below on July 1, 2025 (subject to the maximum increases described above)
  - 1) Employees currently in the following cells will be advanced **one** pay scale level (column):
    - i. PSG (row) 26 PSL (column) 10, PSG (row) 27 PSL (column) 4-9, PSG (row) 27 PSL (column) 12
  - 2) Employees currently in the following cells will be advanced **two** pay scale levels (columns):
    - i. PSG (row) 27 PSL (column) 11
  - 3) Employees currently in the following cells will be advanced **three** pay scale levels (columns):
    - i. PSG (row) 27 PSL (column) 10

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

- a) Maintain the table's existing relationship of 87.18% of the proposed T – Table
  - C Basis: \$ 67,131.16
  - B Basis: \$ 72,725.98
  - A Basis: \$ 85,928.69
- b) Increase between each of the columns pay scale level) shall be the following:
  - Columns 1-10: 3.25%
  - Columns 10- 15: 2.5%
  - Longevity Steps 20, 25, 30: 1.5%
- c) Increases between rows (salary points) shall be 1.5%.
- d) The last two rows (26 and 27) shall be eliminated so that the number of salary points needed to advance to column 11 is 70. 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 assignment anniversary date.
- e) To implement the 8% minimum increases, any employee whose placement on the new schedule results in a salary less than 8% greater than their current salary will be paid at a rate equivalent to an 8% above their current rate.

- f) The parties will meet over the course of the contract to discuss appropriate adjustments to the L Table.

4. **N TABLE: School Nurses**

- a) Starting Salary shall increase by 11.6508% to:
- C Basis: \$ 110,471.80
  - B Basis: \$ 119,677.42
- b) Increases between each of the columns (pay scale level) shall be the following:
- Columns 1-10: 3.25%
  - Columns 10- 15: 2.5%
  - Longevity Steps 20, 25, 30: 1.5%

5. **D TABLE: Special Services**

- a) Starting salaries in all rows increase by 11.6508%
- b) Increases between each of the columns (pay scale level) shall be the following:
- Columns 1-5: 5.5%
  - Columns C1 – C4: 2%

6. **C TABLE: Early Education**

- a) Starting salary shall increase to 68.81% of proposed T Table starting salary (current relationship) to:
- C Basis: \$ 52,981.67
  - A Basis: \$ 67,785.46
  - E Basis: \$ 60,772.67
- b) Increases between each of the columns shall be 4%
- c) Increases between the rows shall be 5%
- d) Those with BA become eligible for the longevity step at year 20
- e) All rows shall extend 10 columns. Upon implementation, redistribute educators in column 5 across columns 6 to 10 based on assignment anniversary date. Redistribute those with 20 years or more of service who have a BA to the 20-year column.

7. **NP TABLE: Nurse Practitioners**

- a) Starting salary shall increase 11.6508% to \$ 133,146.97
- b) Increases between each of the columns shall be the following:
- 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**

FINAL 4/12/26

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- a) Starting hourly rate (OA) shall increase by 11.6508% to \$65.22
- b) Increases between each of the columns shall be 5%.
- c) Criteria for advancing across the columns: 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:** The daily rate for substitute employees and all incentive rates will be increased by 11.6508%, including but not limited to the Resident Program, Incentive Plan, and Extended Substitute. The increase in the daily rate will be implemented in the following manner:

- a) July 1, 2025: 2%
- b) January 1, 2026: 2%
- c) July 1, 2026: 4%
- d) January 1, 2027: 3.65%

**Notes:**

1. *The dollar amounts listed in the union's proposals of A Basis, B Basis, and C Basis above are provided 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 11.6508%.*
2. *No bargaining unit members shall receive a salary reduction under this proposal.*
3. *Corresponding edits will be made in Article XIV Salaries.*

