

**LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
AUGUST 21, 2017**

**ARTICLE XIV  
SALARIES**

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30.1 Salary Overpayments: For cases in which the amount and circumstances are such that it is probable that the employee was unaware of a salary overpayment, ~~\$200~~ \$400 per pay period will be the normal limit on repayment deductions. However, in such cases the repayment may be accelerated upon termination of paid status or may be larger than ~~\$200~~ \$400 per pay period if necessary to recover the full overpayment within a two-year period. Where the amount and circumstances are such that the employee knew or should have known that there was an overpayment, the recovery payment will be as much as the entire amount. In such cases, however, the District will notify the employee and work out a suitable recovery payment schedule which may be as much as the entire amount within one pay period. Recovery of temporary disability overpayments is handled separately from the above repayment provisions.

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34.1 Automatic 457(b) Enrollment: All UTLA bargaining unit members shall be automatically enrolled in the District's 457 (b) Deferred Compensation Plan at a rate of 4%. All bargaining unit members shall have the right to change the level of contribution to the 457 (b) Deferred Compensation Plan or opt-out entirely. For those employees currently enrolled, the contribution rate shall remain the same. All demographic information including the social security numbers of all unit members will be provided to the vendor.