

**PREVIOUS PROPOSALS:**

- 05/25/17 – UTLA Initial (Salaries)
- 06/20/17 – District Initial (NBC Teachers)
- 06/20/17 – District Counter (Salaries)
- 08/21/17 – District Initial (457(b) & Payroll Errors)
- 10/04/17 – UTLA Counter (457(b), Payroll Errors & NBC Teachers)
- 10/12/17 – UTLA Counter (All)
- 11/02/17 – UTLA Counter (Salaries)
- 11/13/17 – District Counter (NBC Teachers)
- 11/30/17 – District Counter (Salaries, 457(b) & Payroll Errors)
- 03/15/18 – UTLA Counter (All)
- 04/12/18 – District Counter (All)

**LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
JULY 24, 2018**

**ARTICLE XIV  
SALARIES**

- 1.0 Salaries:
- a. Effective July 1, 2017, all active UTLA represented employees shall receive a 2% on schedule wage increase applied to all pay scale groups and levels of the base salary tables.
  - b. All active UTLA represented employees shall receive a 2% off-schedule, lump sum salary payment, on a one-time basis, based upon and limited to all actual 2016-2017 earnings paid on base salary tables.
  - c. Instructional Materials Allotment: Each register-carrying teacher shall receive one \$500 stipend for supplies and/or instructional materials for use in their classroom during the term of this Agreement.

ed.

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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~~ \$300 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~~ \$300 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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34.1 457(b) Enrollment: UTLA and the District acknowledge the importance of the retirement savings plans. Therefore, the parties agree to actively encourage UTLA represented employees to enroll and participate in the 457(b) retirement program. The parties agree to make a joint statement encouraging UTLA bargaining unit members to enroll.

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37.1 NBC Steering Committee: Implementation issues, such as professional duties, shall be determined by a committee composed of an equal number of representatives appointed by UTLA and the District. One additional committee member may be appointed by mutual agreement of the committee. Acknowledging the needs of the District's high needs schools, the committee shall also discuss and recommend strategies for incentivizing greater placement of NBC teachers at such schools. The committee shall also study ways to best utilize NBC teachers, including having NBC teachers serve as teacher mentors. The committee shall provide recommendations to the Superintendent within 12 months of the Agreement's adoption.