

**UNITED TEACHERS LOS ANGELES**  
**Bargaining Proposal**  
**October 12, 2017**

**ARTICLE XIV**  
**SALARIES**

- Effective July 1, 2016, all certificated bargaining unit member salaries, including adult education educators and substitute educators, shall be increased by 7%.

30.0 Payroll Errors: Limitations Upon Recovery: Any payroll or other salary errors claimed by an employee against the District ~~in a timely manner as provided in the grievance procedure of Article V,~~ shall be corrected retroactively up to a maximum of three years from the date of claim. In the event of an error in favor of an employee, the District shall be limited in its retroactive recovery against the employee to a three-year period dating from the discovery of the error.

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 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 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.~~

For cases in which the District incorrectly reports an employee salary to CalSTRS or CalPERS, resulting in the employee owing CalSTRS or CalPERS for an overpayment of benefits, the District shall reimburse the retirement agency for the entire costs of the incorrect reporting and resulting overpayment of retirement benefits.

34.1 **UTLA rejects the LAUSD proposal for *Automatic 457(b) Enrollment* as submitted on August 21, 2017.**

37.0 National Board Certification (NBC): The District has agreed to establish a program for payment of additional compensation to UTLA represented permanent employees who work directly with students on a daily basis in a classroom setting who obtain National Board Certification (NBC) from the National Board for Professional Teaching Standards (NBPTS). The additional compensation shall be implemented in the following manner:

Each qualified employee in permanent or probationary status shall receive compensation at their daily rate for actually working a number of additional days/hours equal to 7 1/2% of their work year (92 hours) and shall also receive a differential of 7 1/2% per year for a total of 15% increase in compensation above their base rate.

Teachers must work in the classroom for a minimum of 60% of the day — or, four periods in a secondary school to earn 100% of the 15% increase in compensation. Teachers on Half-Time, Reduced Workload Leave or working for a minimum of 50% of the day as a classroom teacher (or three periods in a secondary school) will receive 50% of the 15% — or 50% of the 7 1/2% for holding the certification and 50% of the 7 1/2 % for completing 46 required additional hours of work. The District and UTLA shall jointly explore whether this compensation is STRS creditable. This program shall be available to employees serving in a position which is currently eligible for the NBC pursuant to current NBPTS requirements. Such qualified employees will continue to receive the additional compensation as long as they hold a valid certificate and satisfactorily fulfill their assigned duties. The District and UTLA agree to meet and negotiate regarding any position for which the NBPTS creates an NBC after the expiration of this agreement.

- 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.

**CONCEPTUAL PROPOSAL:**

UTLA and LAUSD shall jointly identify 100 high need schools where there are no NBC teachers currently assigned, and create NBC candidate cohorts at each school. LAUSD will pay the exam fee for any teacher that participates in one of the cohorts, takes the NBC exam, and commits to staying at the school for at least two complete school years after becoming an NBC teacher.