

**UNITED TEACHERS LOS ANGELES**  
**Bargaining Proposal**  
**January 29, 2020**

**SALARY & COMPENSATION**

**SALARY**

- The salary of all certificated employees in the UTLA bargaining unit shall be increased by 4%, effective July 1, 2019
- All Early Education teachers with a BA and a teaching credential shall be placed on the T Table, effective July 1, 2019
- A new salary schedule shall be created for school nurses with a \$20,000 increase to every cell of the 2019-2020 Salary T Table, to be implemented for current and future school nurses, effective July 1, 2020
- Compress the Salary T Table from 14 steps to 12 steps

**BILINGUAL DIFFERENTIALS**

- \$5,400 annual differential for BCLAD/BCC teachers in ETK-12 Dual Language programs
- \$3,000 annual differential for CLAD ELA teachers in ETK-12 Dual Language programs
- \$3,000 annual differential for BCLAD/BCC teachers in ETK-12 English Immersion programs with ELD 1-2 levels
- \$3,000 annual differential for CLAD ELA teachers who meet the necessary language requirements and teach in ETK-12 English Immersion programs with ELD 1-2 levels
- \$3,000 annual differential for BCLAD/BCC HHS staff in assignments with at least 50% EL enrollment
- \$1,000 annual differential for BCLAD/BCC substitute teachers working in ETK-12 Dual Language programs for at least one semester in a school year
- \$5,400 annual differential for all ASL/English bilingual teachers with an ASL Proficiency Interview ASLPI score of 4 or above who provide academic instruction to Deaf & Hard of Hearing students

**DIFFERENTIALS & OTHER COMPENSATION**

- Increase the Masters differential for all basis schedules by \$750, with automatic future increases by the same percentage as bargaining unit salary table increases
- Increase the Doctorate differential for all basis schedules by \$750, with automatic future increases by the same percentage as bargaining unit salary table increases
- Apply Masters differential to all qualified Adult Education, CTE, ROC/ROP, and Early Education teachers
- Provide Adult Education teachers with one hour of preparation pay per week for every 5 hours of weekly instruction provided
- Provide 5 hours of paid preparation time per week for all CTE and ROC/ROP teachers
- Increase the hourly rate for Adult Education teachers providing evening instruction as part of a “split shift” by \$10 per hour
- Extend timeline of the UTLA-LAUSD Pay Equity Task Force to include at least 4 meetings between August 1, 2020 and December 31, 2020, with a primary focus on developing improved salary structures for Adult Education, CTE, ROC/ROP, and Early Education teachers to be considered in 2021 reopener bargaining

- HHS staff required and/or directed to work outside of their contractual workday shall be compensated at their hourly rate of pay
- \$4,398 annual differential for Special Education teachers serving as mentor teachers to probationary Special Education teachers

### **TRAINING RATE**

- Increase the voluntary training rate from \$25 per hour to \$50 per hour, with automatic future increases by the same percentage as bargaining unit salary table increases
- Unit members participating in voluntary professional development sponsored by the District may choose between compensation (voluntary training rate) or earning double the professional development hours of the training itself towards earning salary point credits