

ARTICLE XIV

SALARIES

A. 2022 - 2023

1. Salary Increase:

- a. Effective July 1, 2022, all UTLA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. Effective January 1, 2023, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

2. Nurse and Nurse Practitioner Market Equity Increase

a. Effective January 1, 2023:

- i. All bargaining unit members in the position of School Nurse shall be moved to the newly developed UN Salary Table which will be created by taking line 27 of the C Basis, T table and adding \$20,000 to each step/column prior to the raise in Section A(1)(b) being applied
- ii. All bargaining unit members in the position of Nurse Practitioner shall be moved to the newly developed NP Salary Table which will be created by taking line 34 of the C basis, D table salary T table and adding \$20,000 to each step/column prior to the raise in Section A(1)(b) being applied.

b. Effective July 1, 2023:

- i. The onsite obligation of School Nurses shall be increased to seven (7) hours per day.
- ii. The onsite obligation of Nurse Practitioners shall remain eight (8) hours per day.

3. Special Education Teachers Market Equity Increase

a. Effective June 1, 2023,

b. UTLA bargaining unit members working in Special Education shall be moved to the newly developed SE Salary Table.

c. The SE salary table will take the T table rates and add \$2,500 to the pay scale levels and groups for C basis after the wage increases in Sections A(1)(a) and A(1)(b) are applied.

4. Early Education Teachers Market Equity Increase

a. Effective June 1, 2023,

b. UTLA bargaining unit members working in Early Education shall have their annual salary increased on the A basis, C Table by \$1,500 after the wage increases in Sections A(1)(a) and A(1)(b) are applied.

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- c. The increase applied to the A basis pay scale levels and groups, and the new hourly rate shall then be used to calculate the increased rates for all other bases.

5. Market Equity Increase for Employees Assigned to the D Table

- a. Effective June 1, 2023,
- b. UTLA bargaining unit members assigned to the C Basis, D Table (with the exception of Nurse Practitioners moving to the NP Table) shall have their annual salary increased by \$3,000 after the raises in Sections A(1)(a) and A(1)(b) are applied.
- c. The increase applied to the C basis pay scale levels and and groups, and the new hourly rate shall then be used to calculate the increased rates for all other bases.

6. Masters and Doctorate Differentials: Effective July 1, 2023, Adult Education and CTE bargaining unit members shall be eligible for Masters and Doctorate degree differentials referenced in Appendix E. Effective July 1, 2024, Early Education Center bargaining unit members shall be eligible for Masters and Doctorate degree differentials referenced in Appendix E.

B. 2023 - 2024

1. Salary Increase:

- a. Effective July 1, 2023, all UTLA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. Effective January 1, 2024, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- c. Adult Education and CTE bargaining unit members shall be eligible for Masters and Doctoral degree differentials effective July 1, 2023.

C. 2024 - 2025

1. Salary Increase:

- a. Effective July 1, 2024, all UTLA bargaining unit members shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- b. Effective January 1, 2025, all UTLA bargaining unit members shall receive a 4% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.
- c. Early Education bargaining unit members shall be eligible for Masters and Doctoral degree differentials effective July 1, 2024.

ARTICLE XV

SALARY POINT CREDIT

