

DISTRIBUTED TO UNION

APR 12 2018

1144

**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)

LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
APRIL 12, 2018

ARTICLE XIV  
SALARIES

1.0 Salaries: The District and UTLA agree to a 2% increase to base salary retroactive to July 1, 2017.

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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.