

**UNITED TEACHERS LOS ANGELES**  
**Bargaining Proposal**  
**October 4, 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 **UTLA rejects the LAUSD proposal for *National Board Certification*, as submitted June 20, 2017. UTLA will bring a counterproposal for *National Board Certification* on October 12, 2017.**

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.

*UTLA Steering Committee*  
*January 8*  
*10-4-17*  
*7:21pm*