

SIDE by SIDE COMPARISON	
LTA	LUSD
Article VIII: Salary	
Effective July 1, 2017, 3% on-schedule increase	Effective July 1, 2017, one-time 2.5% off-schedule increase
Effective July 1, 2018, 3.25% on-schedule increase	Effective July 1, 2018, 1.5% on-schedule increase
CTE teachers: Retroactive to July 1, 2017, CTE Teachers, depending on degree/unit, will be placed at either the appropriate step/column on the Teacher Salary Schedule or the Adult School Teacher Salary Schedule.	No Change
ECE Teachers Salary Schedule: Retroactive to July 1, 2018, adjust ECE salary schedule from 25 --> 15 Steps.	No Change
Honorarium Pay: LTA proposes an additional allocation of \$106,000 for elementary honorarium pay, to be allocated to Dept. Chairs and Mathathon Coaches, effective July 1, 2018. Update middle and high school honorariums.	No Change
Article IX: Health & Welfare Benefits	
Effective July 1, 2019, the District will provide each full-time bargaining unit member a health and welfare benefit allocation to apply to medical insurance as follows:	Maintain status quo allocation as follows:
Single -- up to \$7,500 annually (\$750 tenthly)	Single -- up to \$660 tenthly
Two-Party -- up to \$12,350 annually (\$1,235 tenthly)	Two-Party -- up to \$1,135 tenthly
Family -- up to \$15,250 annually (\$1,525 tenthly)	Family -- up to \$1,400 tenthly
No contingency language	LTA may elect to apply .5% from the 1.5% amount applied to the 2018/19 salary schedule to increase the District contribution for the 2019 PERS rates. If exercised, this contingency amount is equal to an addition of \$46/month, added to each level as follows:
	Single -- up to \$706 tenthly Two-Party -- up to \$1,181 tenthly Family -- up to \$1,446 tenthly
Article X: Hours of Employment	
Counselor Workday: Change counselor workday from 7 ½ hours per day to 7 hours per day, bringing the counselor workday and salary levels in line with the teacher workday and salary levels.	No Change

<p>Physical Relief Break: A 15-minute per day physical relief break for elementary school unit members, scheduled during the unit member's grade level recess time.</p>	<p>No Change</p>
<p>Parent/Teacher Conf Week: Early dismissal of students and increased time during parent/teacher conference weeks for affected unit members to prepare for and conduct parent/teacher conferences.</p>	<p>No Change</p>
<p style="text-align: center;">Article XIII: Evaluation</p>	
<p>No Change</p>	<p>Multiple Measures of Assessment: Teachers will discuss multiple measures of teacher effectiveness based on individual/classroom student achievement data with Principal. The purpose of the discussion is to improve student performance through the review of valid achievement data. The Principal will determine if there are positive instructional strategies to address gains in student performance for the next school year. The use of multiple measures data is appropriate for augmenting the discussion of classroom observations/visitation. Multiple measures data will be used for individual professional development, not for evaluation.</p>