On October 10, 2019, United Teachers of Pasadena settled a lawsuit with Pasadena Unified School District regarding the use of two different salary schedules for the UTP bargaining unit.

- The Union is pleased to share that it has finally come to a resolution with the District about the proper salary schedules the District must use in paying teachers.

- This dispute began in 2016, when the District and UTP reached a tentative agreement in principle about increases in pay for teachers and about certain changes to the salary schedules, but then could not agree on the actual dollar amounts to be paid to teachers. Because of the disagreement, the District began using two salary schedules – a higher “grandfathered” salary schedule and a lower “squared” salary schedule. UTP spent years bargaining with the District to correct the disagreement, and ultimately resorted to legal action against the District earlier this year based on the District’s use of multiple salary schedules.

- UTP and the District have now settled the lawsuit. There are three main parts to our settlement:
  - For any current employee who was paid under the lower “squared” salary schedules during the 2017-2018 and 2018-2019 school years, the District will provide the teacher backpay to bring his or her salary up to the higher “grandfathered” salary for the school year that the teacher was affected.
  - The District and UTP have agreed to one salary schedule to be used for the 2019-2020 school year. This schedule will result in a salary increase for teachers who are in cells on the salary schedule where the discrepancy between the “squared” salary schedules and “grandfathered” salary schedules had been the greatest. All other teachers’ salaries will remain the same – no one will have a decrease in salary.
  - The District has agreed, going forward, to provide UTP with salary schedules before the parties come to a tentative agreement about salary, so that this sort of problem doesn’t arise again.
On October 16, 2019, the UTP and PUSD Bargaining Teams met for negotiations. The teams agreed to the following:

- Effective July 1, 2019, the District shall provide a 2% off schedule payment for the 2018-2019 school year for unit members employed as of May 31, 2019.

- Effective July 1, 2019, the District shall provide a 3% increase on all salary schedules contained in Appendix A.

- For the 2019-2020 school year, Children Center and Permit Teachers who have a Bachelor degree or higher who are employed by the District as of May 31, 2019 shall receive an off-schedule one-time payment of $1000.

- For the 2019-2020 school year, Special Education teachers holding a full and clear Education Specialist Credential or the equivalent, who are assigned to a classroom or carry a caseload at a school site and are employed by the District as of May 31, 2019, shall receive an off-schedule one-time payment of $1000.

- Effective July 1, 2019, Counselors and Librarians shall receive 1.075% times their placement on the salary schedule.

- This Agreement is comprised of a three - year agreement for the 2018-2019 through and including the 2020-2021 school years.

- For the 2019-2020 School Year, the Contract shall remain closed.

- For the 2020-2021 School Year, the Contract shall remain closed, except the two parties shall reopen Article XIV, Salary and Salary Schedule Rules and Regulations, and Article XV, Health and Welfare Benefits.

The Tentative Agreements will be subject to ratification by the UTP Membership during October 25-31 and subject to approval by the PUSD Board of Education no later than November 21.

Both parties will “sunshine” and present at a School Board meeting their initial proposals for the next bargaining cycle no later than November 21, 2019, regarding Salary and Health and Welfare Benefits for 2020-2021.