



## **THE ACCELERATED SCHOOLS AND UTLA 2023/2024 CBA NEGOTIATIONS**

### Tentative Agreement on Economic/Cost Items

February 29, 2024

We are extremely pleased to share that The Accelerated Schools and UTLA have reached a tentative agreement on the economic/cost items for a successor collective bargaining agreement for a 3-year CBA through June 30, 2027. Both parties have worked diligently and in a highly collaborative manner to achieve this tentative agreement. The negotiating teams have addressed many interests of teachers and The Accelerated Schools. In a spirit of compromise, different options have been explored to address as many of these interests as possible. As is indicated in the announcement, details of the agreement will be found at [The Accelerated Schools/Careers](#) over the next several days. We look forward to our continued collaboration on pending non-economic/cost items. The terms of the tentative agreement are as follows:

1. Term – Through June 30, 2027.
2. Salary (Art. XIII) – See [salary table](#) attached.
3. Retention Bonus – Teacher retention annual bonus of \$10,000 will remain for the 2024-2025, 2025-2026 and 2026-2027 school years.
4. Degree/Certification Stipends (Art. XIII) – SPED/BCLAD increase from \$2,500 to \$3,000 per year; Master's degree \$600 per year; Doctorate or National Board Certification \$1,500 per year. SPED/BCLAD stipend recipient may also be eligible for the Master's degree stipend or Doctorate/NBC certification stipend.
5. Longevity Bonus (Art. XIII) – Upon completion of 20 years of total service as an employee at TAS (i.e. not inclusive of service at other schools), one-time bonus of \$5,000; upon completion of 25 years of total service as an employee at TAS (i.e. not inclusive of service at other schools), one-bonus of \$5,000. These are one-time pays and not annual pays.
6. Health Benefits (Art. XIV) – Effective the first full pay period following October 1, 2024, the maximum monthly insurance benefit contribution towards medical, dental, vision and life premiums shall be increased to the following amounts:



Employee Only	\$430.41 per pay period; \$860.82 monthly
Employee Plus One	\$854.82 per pay period; \$1,709.64 monthly
Family	\$1,211.63 per pay period; \$2,423.26 monthly

In subsequent years, should the total monthly insurance benefit premium amount of the Kaiser \$20 medical plan, VSP vision, and Delta dental PPO be higher than the stated amounts above, then TAS and the unit member shall split the difference of the excess amount 50/50.

7. Hourly Rates (Art. XIII) – Effective the first full pay period following July 1, 2024 or ratification of the CBA, whichever is later, the non-instructional hourly rate shall be \$40/hour; and instructional hourly rate shall be \$45/hour. The parties will extend the side letter agreement executed by the parties on October 10, 2023 for the 2024/2025 school year with the following modifications: The rates for “Non-instructional Hourly Rate without Students” and “Regular Hourly Rates with Students” shall be increased to \$45/hour. The \$55/hour Instructional Hourly Rate would remain.

8. Leaves (Art. XII) – Increase PTO/personal leave days per school year from 10 to 11 days.