

**UCLA SIDE LETTER
RE DEMONSTRATION TEACHERS (TITLE CODES 2210 & 2211)**

1. The terms of the Memorandum of Understanding (MOU) effective February 29, 2016 between UC-AFT and the University of California, including benefits, but excluding salary, will apply to the Demonstration Teachers as revised below.
2. This side letter will expire on the same date as the MOU between UC-AFT and the University of California, January 31, 2020.
3. Demonstration Teachers will receive the following range adjustments:
 - a. 3%, effective July 1, 2016;
 - b. 2.5%, effective July 1, 2017;
 - c. 2.5%, effective July 1, 2018; and
 - d. 2%, effective July 1, 2019 subject to a re-opener if non-represented academic employees, including Senate Faculty, receive a range adjustment greater than 2%.
4. Demonstration Teachers who achieve their National Board Certification after their date of hire at UCLA Lab School will receive a one-time, non-base building National Board Certification Payment of \$2,500.00. This payment is not available to new hires with National Board Certification. Additionally, Demonstration Teachers will receive a one-time, non-base building National Board Certification Renewal Payment of \$2,500.00 upon the renewal of their certification.
5. Demonstration Teachers are entitled to the following professional development funding each year:
 - a. \$1,800.00 for Demonstration Teachers in the Learning in Two Languages programs; and
 - b. \$1,500.00 for all other Demonstration Teachers

Upon prior approval from Lab School Administration, a Demonstration Teacher may defer the receipt of all or \$1,000.00 of his/her Professional Development funding by one year. A Demonstration Teacher must submit his/her request and receive approval by UCLA Lab School Administration to defer the funding payment by December 1st of the year in which the Demonstration Teacher intends to forgo or reduce his/her receipt of Professional Development funding. The amount of deferred funding cannot be increased or decreased after December 1st.

The receipt of Professional Development funding may not be deferred by more than one year. A Demonstration Teacher must use his/her accumulated Professional Development funding within the fiscal year following the year the deferred funding was approved.

By way of example, deferral of all funds would result in a Demonstration Teacher receiving a payment in the amount of two years of the Professional Development funding available under this Side Letter (\$3,600.00 for Demonstration Teachers in the Learning in Two Languages programs and \$3,000.00 for all other Demonstration Teachers.) The deferral of \$1,000.00 of funding, would result in a Demonstration Teacher receiving the deferred funds (\$1,000) in addition to the annual amount available under the side letter for a total of \$2,800.00 for Demonstration Teachers in the Learning in Two Languages program or \$2,500.00 for all other Demonstration Teachers.

6. The University agrees to continue discussions with AFT to address the issue of compensation for the Learning in Two Languages teachers' service on two committees; a vision committee and the LTL committee.



Carly Babek
Chief Negotiator
UCLA

October 10, 2016



Kevin Cronin
Chief Negotiator
UC-AFT

October 10, 2016



Peter Chester
Director, Labor Relations
University of California

October 18, 2016

UCLA Lab School Demonstration Teachers Side Letter Addendum

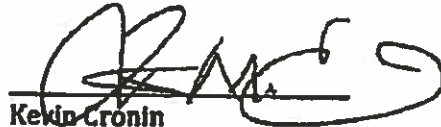
The parties agree to add the following provision as an addendum to the UCLA Demonstration Teacher Side Letter, dated October 10, 2016 ("Side Letter"). This provision is in response to paragraph 6 of the Side Letter regarding LTL compensation.¹

Each Academic Year, Learning in Two Languages ("LTL") teachers are eligible to receive a \$4,000.00 non-base building lump sum payment in accordance with the criteria below:

- To receive a lump sum payment, the LTL teacher must be on payroll on the date of the payout.
- The lump sum payment will be paid out in two installments over the course of an Academic Year:
 - For the 2016-2017 Academic year, a \$2,000.00 payment will be included in eligible LTL teachers' February 1st and July 1st paychecks.
 - For the 2017-2018 Academic year, a \$2,000.00 payment will be included in eligible LTL teachers' February 1st and July 1st paychecks
 - For the 2018-2019 Academic year, a \$2,000.00 payment will be included in eligible LTL teachers' February 1st and July 1st paychecks
- The lump sum payment is non-base building and non-UCRP eligible.



Carly Bobek
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Kevin Cronin
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December
November 12, 2016

November 30, 2016



Peter Chester
Director, Labor Relations
University of California

January 3
December
November 7, 2016

¹ The October 10, 2016 Side Letter is incorporated by reference and is attached.