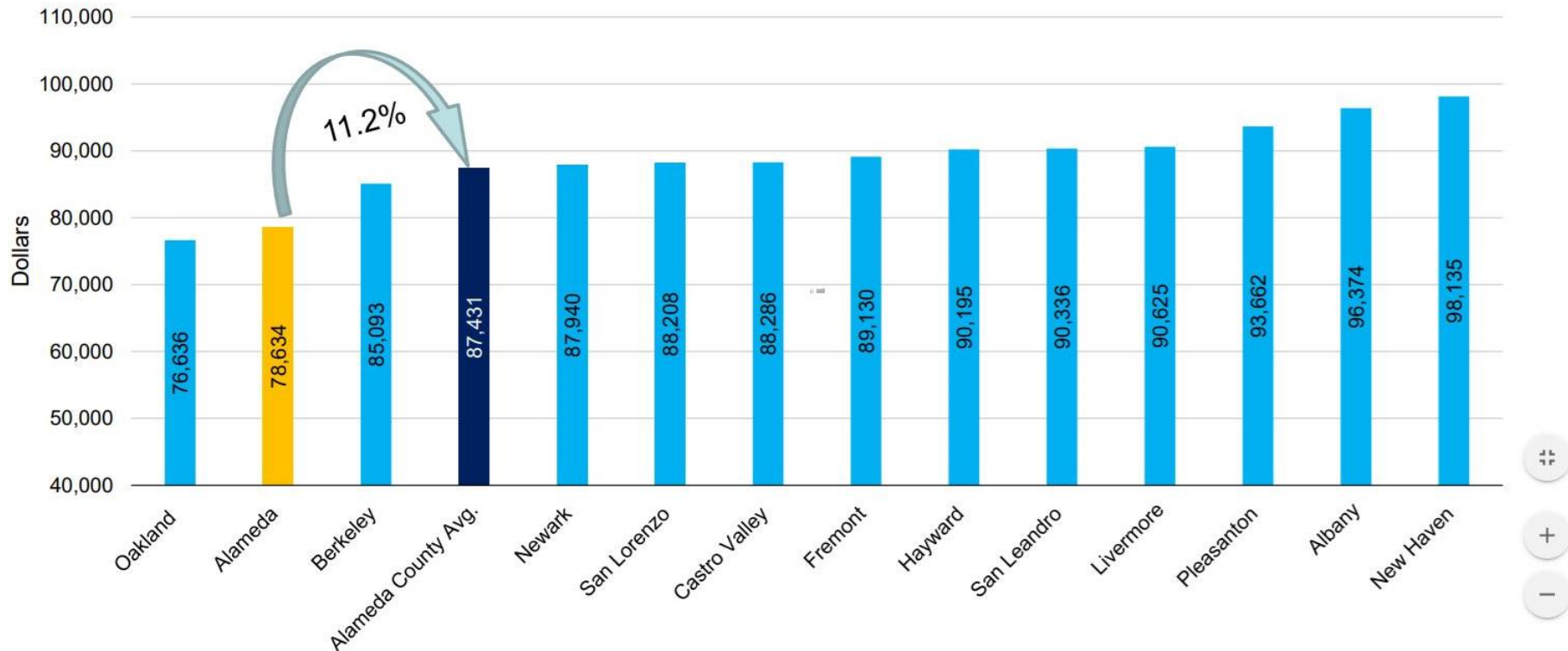


Discussion of Tentative Agreement with Alameda Education Association (AEA)

October 17, 2019

AEA – AUSD Tentative Agreement

Alameda County: Average Salary Plus Average Health Benefits for a Teacher



AEA – AUSD Tentative Agreement

- Yearly 20% staff turn over
- Job candidates have declined job offers because of salary
- Results in:
 - Lack of consistency
 - Late hires or no hire

AEA – AUSD Tentative Agreement

2019 – 2020	2020 – 2021	2021 – 2022
2% effective 7/1/19 2% effective 1/1/20 *1% effective 1/1/20	*8% effective 7/1/20	Reopen salary and each party can choose two additional articles each

** Contingent upon a March 2020 parcel tax passage if it does not pass, return to the table in 2020 – 2021*

AEA – AUSD Tentative Agreement

- TA represents first three year agreement in many years
- Passage of parcel tax means 17.5% salary increase over three years
- Moves AUSD teachers salaries from near the bottom to Alameda County average
- Opportunity to retain and attract quality employees

AEA – AUSD Tentative Agreement

- Significant consideration and discussion
- Analysis of what it would take to exact a game-changing increase
- Investment in our educators is first and foremost an investment in our students
- Parcel tax is the path and the solution we will be proposing to the Board on October 29th.