



AEA Explained our Proposal Now Let's Explain the AUSD Proposal

AUSD proposed increasing the salary schedule 2% for 12-13 and 0% for 13-14.

- AEA has not had a raise since 2008.
- This means AUSD's proposal offers only a 2% salary schedule increase over a SIX-year period.

AUSD claims beginning teachers could get a 6% increase with their proposal.

- AUSD proposed additional increases in salary **ONLY** for the following cells on our salary schedule:
 - BA steps 1-7
 - BA+30 steps 1-5
 - BA+45 steps 1-2
- There are approximately 30 teachers (out of 530) who fall into these cells on the salary schedule.

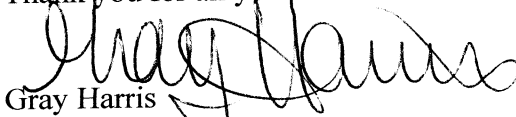
Professional Learning Communities (PLC) with a stipend incentive requires site administrators to approve the "plan"

- The District posed PLC as a 2 year pilot, so come September 2015, teachers receiving a stipend (or those who were not involved with the PLC) would end up with a salary schedule that only reflects the same 2% increase from 2012-2013.
- AUSD admits they have an additional \$1.1 Million dollars (above the 2% raise) to incentivize this program.
- \$1.1 Million is roughly equivalent to a 2.5% raise.
- If AUSD admits they have the money to provide teachers with the fair compensation package we proposed, why didn't they accept our counter offer on January 24th to settle the contract?

Measure H and AUSD's claims of "budget uncertainty"

- AUSD has openly admitted that the county is only requesting they reserve \$7.5 Million for a **worst-case** Measure H ruling.
- AUSD currently holds \$8.6 Million in their "special reserve fund". This is **in addition** to the \$12 Million unrestricted ending balance from the general fund.
- The \$8.6 Million is roughly enough to cover the 3% reserve required by the state AND the worst-case scenario for Measure H.

Thank you for all you do for Alameda's students every day!


Gray Harris
AEA President