



# Understanding the AEA Tentative Agreement

## NEGOTIATIONS FACT SHEET

June 11, 2007

### Calculating Individual Salary Impact of the Tentative Agreement

In mediation on Friday May 25, a tentative agreement was reached between the Alameda Unified School District and the Alameda Education Association. That multi-year contract was overwhelmingly ratified by a vote of the AUSD teachers on Wednesday, June 6. It will be presented to the AUSD Board of Education on June 12 and submitted for a vote of the trustees on June 26.

The new contract provides a cumulative salary increase of 6% covering 2006-07 through 2008-09.

### What does this mean for a typical Alameda teacher?

A teacher with ten years experience (Step 10, column 4 = BA degree + 60 extra units) is currently earning a salary of \$57,375.56. Over the life of the contract, that teacher's compensation would increase by \$6,012.72.

Next school year, the ten-year veteran receives an increase of \$2,330.44 by moving to Step 11 on the salary schedule. The teacher receives an automatic step increase of \$1,448.09. During the school year, that step will be adjusted twice for an additional increase of \$882.36. The combined total of these two factors equals \$2,330.44

On July 1, 2008, that same teacher advances to Step 12, increasing the teacher's salary by another \$2,755.75. This growth is a combination of the automatic movement for step and column, the compounding of the 2007-08 raise for this step for a second year, and the scheduled 3% increase this step will receive on July 1, 2008.

Start at Step 10 base salary in 2006-07 .....	\$57,375.56
Move to Step 11 on July 1, 2007 .....	\$59,706.00
Move to Step 12 on July 1, 2008 .....	\$63,388.28
<b>Total salary increase over life of the contract .....</b>	<b>\$6,012.72</b>

If this teacher has a master's degree, he or she would receive an additional \$1,315.75 each year in recognition of that advanced degree.

These salary computations also do not reflect an increase in the district's contribution toward employee health benefits that equates to another one percent raise in 2008-09.