

CONSULTATION AGREEMENT BETWEEN

THE AUSTIN INDEPENDENT SCHOOL DISTRICT AND EDUCATION AUSTIN


SUBJECT: 2020-2021 Employee Compensation Plan

Pending approval from the Board of Trustees, the identified parties hereby agree to the following Total Employee Compensation Plan:

1. The District will provide a 2% base salary increase for all regular employees. The salary increase will become effective July 1, 2020 following final Board approval of the 2020-2021 Budget and will be provided to employees no later than September 30, 2020. This reflects an approximate investment of \$12 million.
2. The District will provide a one-time retention and appreciation incentive of \$500 to approximately 4,277 classified employees. The payment will be made in December 2020 to those employees who are in an active pay status through the end of 2020. This reflects an investment of approximately \$2,138,500.
3. The District will provide a \$2,500 annual stipend increase to bilingual teachers who serve bilingual students in a district-designated bilingual or dual language school or program. This reflects an investment of \$2.8 million.
4. The District will provide a \$500 annual stipend increase to special education teachers (except SBS, SCORES and Life Skills) who serve special education students in a district-designated special education program and \$1,000 increase for SBS, SCORES, and Life Skills special education teachers. This reflects an investment of \$750,000.
5. The District will adopt the recommendations identified in the TASB Compensation Study to address compression and the need for market adjustments. At a 2% base salary increase to regular employees, the estimated investment for these recommendations is \$2.3M.
6. The District will continue to provide additional compensation to base salaries through Professional Pathways for Teachers (PPfT). All half-time or greater teachers will participate in PPfT Appraisal and PPfT Compensation in 2020-2021. Moving all teachers into PPfT reflects an investment of \$1.3M over the 2019-2020 budget.
7. The District will continue to provide 6.2% of base salary to fund Social Security and 1.45% to fund Hospital Insurance (Medicare) for a total FICA contribution of 7.65%.
8. The District will increase its TRS contribution on all eligible salaries from 1.5% to 1.6%.
9. The District's Per Employee Per Month (PEPM) contribution to health insurance will be up to \$500 for all plans beginning January 1, 2021, through December 31, 2021.
 - Three employee health plans will be provided to all current employees (Seton Only PPO, Open Access PPO, and H.S.A. Seton). The Seton and Open Access Plans will be salary banded with the lowest salary band identifying employees earning a base salary of \$40,000 or below, and the highest salary band identifying employees earning a base salary of \$75,000 or above. The minimum and maximum monthly employee contributions for the Seton Plan will be \$35 and \$115 respectively. The minimum and maximum monthly employee contributions for the Open

Access Plan will be \$225 and \$290 respectively. Coverage for spouse and/or family members is also available at additional employee expense. The Open Access Plan will be grandfathered for current employees but not available to new employees. The district intends to reintroduce a new third plan in 2022 in replacement of the Open Access Plan. This reflects an approximate investment of \$63 million.


- The District will continue to contribute \$125 each month to the employee-only health savings account. The District's total contribution for an employee who is enrolled in the HSA Seton Only Plan will not exceed \$500. The H.S.A. Seton Select employee only plan will be offered as a zero dollar premium option to employees. Coverage for spouse and/or family members is also available at additional employee expense.
- The District will continue to provide an open enrollment period throughout October 2020 for employees to select insurance coverage effective January 1, 2021 through December 31, 2021.
- The District will continue to offer employee health insurance using an Accountable Care Organization (ACO) comprised of the Aetna Insurance Company and the local Seton Healthcare Network. The ACO aligns groups of doctors, hospitals, and other healthcare providers who share information and provide coordinated high quality care to their patients.

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Paul Cruz, Ph.D.
AISD Superintendent

6/22/2020

Date

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Ken Zarifis
Education Austin Representative

6/22/2020

Date