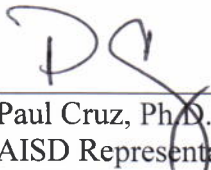


**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND
EDUCATION AUSTIN**

SUBJECT: Employee Compensation

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

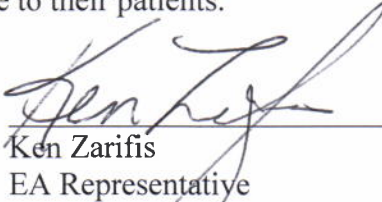
1. The District will provide a 1.5% salary increase to all employees. The salary increase will become effective July 1, 2017.
2. The District will increase its Per Employee Per Month (PEPM) contribution to health insurance from \$524.30 to \$545.00 to all plans beginning January 1, 2018, through December 31, 2018. The contribution is equivalent to a .5% increase to salary.
3. Three plans - Seton, Choice, and H.S.A. Seton Select - will be offered to all current and new employees. The Seton and Choice 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 \$25 and \$75 respectively. The minimum and maximum monthly employee contributions for the Choice Plan will be \$75 and \$108.50 respectively. Coverage for spouse and/or family members is also available at additional employee expense. (see attachments)
4. The District will contribute \$125 PEPM to the H.S.A. Seton Select Plan for the employee only plan. 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. (see attachments)
5. The District will provide an open enrollment period throughout October 2017 for employees to select insurance coverage effective January 1, 2018, through December 31, 2018.
6. 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.



Paul Cruz, Ph.D.
AISD Representative

5/3/17

Date



Ken Zarifis
EA Representative

5.3.17

Date

Attachments