

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

Subject: Compensation Agreement for 2021-2022

Pending approval from the Austin ISD Board of Trustees, the identified parties hereby agree to the following:

1. Provide a one-time \$1,000 retention payment for all active regular status employees eligible for benefits who were employed with Austin ISD as of May 31, 2021, and remain employed with Austin ISD as of August 31, 2021.
2. Pending the district meeting the estimated budget enrollment goal of 77,351, by the October PEIMS snapshot date, additional compensation will be provided at a 2% raise based on the midpoint of pay grade of the position held as of 6/30/21, paid retroactively to 7/1/21 or appropriate start date after 7/1/21.
3. Create a Joint Compensation Committee between Education Austin and the Austin Independent School District modeled after the Joint Insurance Committee to educate, collaborate, and determine long-term solutions to compensation inequities to stabilize the workforce.
4. Adopt the recommendation identified to adjust the starting teacher and librarian salary to \$51,150.
5. Adopt the recommendations identified in the TASB Compensation Study to address decompression in the Administrative Professional pay structure.
6. Adopt proposed adjustments to Non-Instructional Support, Instructional Support & Auxiliary pay structures to move the minimum wage in AISD from \$13/hr to \$13.50 /hr.
7. Move special education teacher assistant titles who are in pay grade IS3 to the IS4 pay grade.



Dr. Stephanie Elizalde, AISD Superintendent

6/24/2021
Date



Ken Zarifis, President, Education Austin

6/23/2021
Date