

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

SUBJECT: Employee Compensation Plan Proposal


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

New Investments

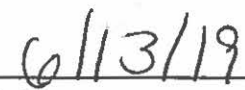
1. The District will provide a 7% base salary increase to teachers with more than 5 years of experience which complies with HB3. The salary increase will become effective July 1, 2019 following final Board approval of the 2019-2020 Budget and will be provided in September 2019. This reflects an investment of \$8.2 million.
2. The District will provide a 6% base salary increase to all other existing employees. The salary increase will become effective July 1, 2019 following final Board approval of the 2019-2020 Budget and will be provided in September 2019. This reflects an investment of \$22.7 million.
3. The District will provide 1.5% of base salary to fund the Teacher Retirement System (i.e. TRS) as required by the 86th Legislature. This reflects an approximate investment of \$8 million.
4. The District will provide a \$1,000 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 \$1.2 million.
5. The District will provide a \$500 annual stipend increase to special education teachers who serve special education students in a district-designated special education program. This reflects an investment of \$500,000.
6. The District will provide market and pay structure adjustments identified within the TASB Pay Systems Review for Manual Trades and Admin Support positions. This reflects an approximate district investment of \$2.6 million.
7. The District will partially fund a Short Term Disability benefit that is available for employees on a voluntary basis. The benefit will necessitate changes to existing language in DEC (Local) effective January 1, 2020. This reflects an approximate district investment of \$350,000.

New and Continuing Investments

8. The District will continue to provide additional compensation to base salaries through Professional Pathways for Teachers (PPfT) for existing staff who are currently enrolled in PPfT compensation system. Only individuals employed as teachers during the 2018-2019 school year will be eligible for the PPfT compensation opt-in window for 2019-2020. This reflects an annual investment of \$2.65 million.
9. 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%. This benefit reflects an approximate investment of \$39 million.
10. The District's Per Employee Per Month (PEPM) contribution to health insurance will be up to \$520 for all plans beginning January 1, 2020, through December 31, 2020.
11. The District will continue to offer three employee health plans to all current and new 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 \$190 and \$265 respectively. Coverage for spouse and/or family members is also available at additional employee expense.
12. 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 \$520. 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.
13. The District will continue to provide an open enrollment period throughout October 2019 for employees to select insurance coverage effective January 1, 2020 through December 31, 2020.
14. 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.



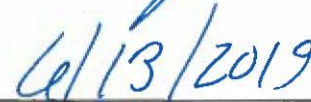
Paul D. Cruz, Ph.D.
AISD Representative



Date



Ken Zarifis
EA Representative



Date