

## CONSULTATION AGREEMENT

### BETWEEN THE AUSTIN INDEPENDENT SCHOOL DISTRICT AND EDUCATION AUSTIN

This Consultation Agreement is entered into by the Austin Independent School District and Education Austin and is effective upon full execution. All personnel terms are defined within the AISD Compensation Manual.

**Purpose:** This agreement outlines the proposed compensation for district employees for the 2022-23 school year and Reading Academy completion compensation through the 2023-24 school year.

**Timeline:** The proposed compensation will be part of the 2022-23 budget proposal for board approval in June of 2022 for implementation for the 2022-23 school year.

1. Starting minimum hourly rate for positions in the Non-Instructional Support Pay Plan, Instructional Support Plan, and Auxiliary Pay Plan at \$16.00 per hour and the pay plan structures adjusted for Compression.
2. Classroom teachers will receive a 2% of midpoint increase and \$1,000 increase to base pay. This compensation is equivalent to an average of a 3.7% raise for all classroom teacher positions.
3. As per the May 19, 2022 Board Resolution, the District will provide compensation in the form of awarded professional learning exchange days (2 each year for a total of 4 over the 2 year period) and \$1,000 stipend for those that are required or district designated as per the Board approved resolution in regards to the Reading Academy completion.
4. Bus driver entry rate for 183 duty days will be \$21.00 per hour. All current 2021-22 bus drivers in Austin ISD were provided an option of calendar days between 183 or 208, which grandfathered them into a compensation calendar that aligned with an individual selection. Current bus drivers will not be able to change their calendar day option once selected, and if an employee leaves the district and is rehired, it will be at the standard 183 duty day rate.
5. Utilizing ESSER funds for the 2022-23 school year, all active, regular employees in a full-time position on September 1, 2022 will receive a total of \$2,000.00 retention stipend in two payments, one in November and one in March, provided they remain active, regular employees through the date of payment. All part-time employees eligible for benefits employed as of September 1, 2022 will receive a total of \$1,000.00 retention stipend in two payments, one in November and one in March, provided they remain employed through the date of payment.
6. Current teachers, librarians and counselors who are in their 5th year or more of service with AISD at the start of the 2022-23 will receive an additional \$500 retention stipend in January of 2023 utilizing ESSER funds provided they remain active, regular employees through the date of payment. Employees who held other regular, benefits-eligible positions prior to becoming a teacher, librarian or a counselor are eligible.

7. Campus librarians will receive a 2% of midpoint increase and \$1,000 increase to base pay. This compensation is equivalent to an average of a 3.7% raise for all campus librarian positions.

  
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Dr. Stephanie S. Elizalde, Superintendent

6/16/2022  
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Date

  
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Ken Zariffis, Education Austin President

6/16/2022  
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Date