**Comprehensive Settlement Proposal For**

**AUHSD and AEA**

**April 26, 2023**

All previous and yet to be ratified tentative agreements are included in this settlement. Upon ratification by AEA and the Governing Board, this settlement fully closes negotiations for the 2022-2023 school year and updates the AEA contract through June 30, 2024.

1. **Article 3: Salary**
	1. Salary schedules will be increased by 5% retroactively to July 1, 2022.
	2. Members will receive a 5% one-time, off schedule payment for the 2022-2023 school year based on the current 2021-2022 salary schedule.
	3. Schedule B will be revised for the 2023-2024 school year based on the new salary schedule. (5% increase to stipends). Column A and Step B1 have been adjusted for a starting salary of $60,000.
		1. New stipends will be added to Schedule B: An ACIS collaboration stipend, a Psychologist summer assessment stipend, and a Canvas support stipend.
		2. The Leadership stipend, BIRT Chair stipend, and Teacher Induction mentor stipend will all be increased. The Model UN stipend will also include an additional $624 per weekend program for up to three weekends.  Stipends that do not involve a proof of completion will be paid monthly.
	4. Language has been updated to reflect that new teachers hired by the district may transfer up to 10 years of service. That number may be exceeded by mutual agreement between the District and AEA President/Designee.
	5. Appendix C has been updated so that prom and ball chaperones who ride the bus will receive $200 in compensation. By mutual agreement between site administration and the AEA extra duty committee, extra dances may be added to the supervision list.

1. **Article 12: Benefits** The currenthealth benefit language, which covers the SISC Kaiser tiered rate, will be extended through September 2024, covering benefits through the 2023-2024 school year.
2. **MOUs:**
	1. An MOU agreeing to reopen salary negotiations (for employees in the 2023-2024 school year) in the fall of 2023, dependent on an ending fund balance larger than 16.71% in the unaudited actuals.
	2. An extension of the existing retirement MOU through June 2024.
	3. ACIS Employment Contract MOU
	4. An MOU for three days for School Nurses for the 23-24 school year
	5. An MOU for a district lead teacher for both HSD and Ethnic Studies for the 23-24 school year.

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 Acalanes Union High School District Date

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Acalanes Education Association Date

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 Acalanes Education Association Date

***We educate every student to excel and contribute in a global society.***