

AEA NEGOTIATION ACCOMPLISHMENTS

(Last 6 years)

2026-2027

- Fund Steps and Lanes - equates to approximately 1% increase on the average teacher salary
 - Fund salary increases, added 0.5% COLA
 - Funds one-time payment of \$500 to be paid to employees in the fall
 - Funds 75% of the increase in insurance costs (approximately \$8.2 million for all employees)
 - Contribution of 0.65% to Tier 2 employees' 401K for the 2026-2027 school year.
 - 32 hours of paid professional time at daily rate
 - Funds cost of the Speech Language Pathologist DOPL license fee for the 26-27 school year
 - Adds a definition of "Personnel Need" to transfer and reduction-in-force policies
 - Adopts state-required foster care leave
 - Implements for 2026–2027, a pilot providing employees with 10 no-dock personal leave days
 - Increasing the annual USBE credits eligible for salary lane changes from 5 to 10 beginning
 - Added Various Employee Guarantees, due to the District Split on July 2027: transfers to new school districts; salary protections; accumulated leave and tenure protections; protection of funds for retiree insurance; and guaranteed elementary teacher prep via specialty teachers
-

2025-2026

- Fund salary increases, added 2.50%
 - Fund Step and Lanes
 - Added Educator Salary Adjustment of \$1,000
 - Added Educator Salary Adjustment of \$1,000 for OPTs, SLTs, SPTs (which was not covered by the state)
 - Contribution of 0.405% to Certified Tier 2 employees' 401k
 - 32 hours of paid professional time at daily rate
 - Health insurance renewal costs covered by Alpine School District
 - Provided clarification that the professional growth plan goal is the prerogative of the educator
 - Added language that educators hired between reorganized school districts within one calendar year of July 1, 2027, retain the same status
 - Created a new policy for the disbursement of funds to teachers in high need areas (SHINE)
 - Added language regarding postpartum and parental leave
-

2024-2025

- Fund salary increases, added 3.0%
- Fund Step and Lanes
- Added Educator Salary Adjustment (currently \$4200) to the Speech LT salary schedule
- Updated Occupational Therapist/Physical Therapist and Audiologist salary schedules, including the ESA (4200)
- Funded 1/7ths for secondary small group (Life Skills and EBD) teachers
- Contribution of 0.35% to Certified Tier 2 employees' 401k.
- Added Step 30 to Lanes 5-9 (Teacher and Counselor Salary Schedules)
- Increases pay for summer days from \$225 to \$250
- Provides COLA adjustment to East Shore teachers who receive salary through a stipend.
- Up to 28 hours of paid professional time at daily rate
- Various changes to the Health Insurance plan
- Amended transfer process re. if a district split occurred
- Added two (2) days of family sick for dependent family members
- Added an additional no dock personal day each year
- Continued parental and adoption leave pilots

AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2

2023-2024

- Fund salary increases, added 2.0%
 - Fund Step and Lanes
 - Added salary adjustment of \$4,200 per HB215
 - Insurance changes as follows:
 - Option 1-Employee \$161.55, EE +1 \$352.26, Family \$507.92
 - Option 2-Employee \$105.81, EE +1 \$229.26, Family \$331.48
 - Option 3-Employee \$91.95, EE +1 \$198.73, Family \$287.72
 - Option 4-Employee \$20, EE +1 \$40, Family \$60
 - Option 5-QHDHP -Employee -\$34.46, EE +1 -\$80.31, Family -\$112.54
 - Option 6-HDHP -Employee -\$146.13, EE +1 -\$326.75, Family -\$466.04
 - \$500 Bonus in November
 - Added \$1,850 to base of salary schedule to elementary specialty teachers, speech language pathologists, occupational therapists, physical therapists, social workers, and psychologists
 - 24 hours of paid professional time per HB489
-

2022-2023

- | | |
|---|--|
| <ul style="list-style-type: none">• Fund salary increases, added 4.0%• Added \$1,850 to base of salary schedule• Fund Step and Lanes• Insurance changes as follows:<ul style="list-style-type: none">Plan 1c-Employee \$127.56, EE +1 \$281.40 Family \$403.67Plan 2c-Employee \$77.33, EE +1 \$170.56 Family \$244.66Plan 3c-Employee \$64.84, EE +1 \$143.04 Family \$205.22Plan 4c-Employee \$0, EE +1 \$0, Family \$0Plan 5c QHDHP -\$49.08, -\$108.43 -\$155.49• Bonus in November | <ul style="list-style-type: none">• Language Amended Prior Experience and Compensation• Language Amended Transfer of Educators• Language Amended Half Days Without Students• Language Amended Time Schedule• Language Amended Dress and Grooming• Language Amended Attendance at Meetings• Language Amended Educational Conferences and Conventions• Language Amended Substitute Educators• Language Amended Preparation Time• Language Amended Educator Evaluation• Language Amended Family Medical Leave• Language Amended Health and Disability• Language Amended Personal Leave• Language Amended Workman's' Compensation• Language Amended Extended Contracts and Addenda• Language Amended Job Sharing• Language Amended Bereavement Leave |
|---|--|
-

2021-2022

- | | |
|---|--|
| <ul style="list-style-type: none">• Fund salary increases, added 4.0%• Fund Step and Lanes• Fund insurance increases on Base Plan 4• 1.00% bonus in November | <ul style="list-style-type: none">• Language Amended LEA-Specific Teacher Licensing• Language Amended Prior Experience and Compensation• Language Amended Contractual Agreements• Relocating to 7000 Series Scope of Employment• Language Amended Bullying/Harassment and Hazing• Relocating to 7000 Series Acceptable Use Policy• Retired policy Early-out Preparation• Retired policy Employees Infected with HIV Disease• Language Amended Educator Evaluation• Language Amended Bereavement Leave• Language Amended Personal Leave (increased days to 5, no dock)• Language Amended Salary Lane Changes• Retired policy Salary and Monetary Agreements |
|---|--|