

[AALA Teamsters Union Proposal #1 -January 15, 2026 Wages And Salaries Article 14](#)

[AALA Teamsters Proposal #2- February 26th, 2026 Wages and Salaries Article 14](#)

[AALA Teamsters Proposal #3- February 26th, 2026 Wages and Salaries Article 14](#)

[AALA Teamsters Proposal #4- March 23th, 2026 Wages and Salaries Article 14](#)

ARTICLE 14 UNIT J

WAGES AND SALARIES

1.0 Wages and Salaries: The wages and salaries for Unit employees have been negotiated in good faith between AALA and the District and shall be as set forth in Appendix A of this Agreement. The wages and salaries set forth in Appendix A are intended to, and do, meet any prevailing wage obligations which are or may be imposed upon the District.

1.1 COMPENSATION

2025-2026 Salary Increase:

Based on the salary table effective July 1, 2025, all Unit J bargaining unit members shall receive a 7% on-schedule wage increase applied to the base salary tables.

2026-2027 Salary Increase:

Based on the salary table effective July 1, 2026, all Unit J bargaining unit members shall receive a 7.6% on-schedule wage increase applied to the base salary tables.

2027-2028 Salary Reopener

a. On or after July 1, 2026, AALA/Teamsters 2010 may reopen Article XII—Salaries

solely on compensation.

2027-2028 Salary Increase:

Based on the salary table effective July 1, 2027, all Unit J bargaining unit members shall receive a 9% on-schedule wage increase applied to the base salary tables.

If any other bargaining unit receives an across-the-board on-schedule base salary increase or a new across-the-board off-schedule bonus greater than that received by AALA Teamsters Unit J members, AALA Teamsters Unit J will receive the same increase or bonus.

~~1.2 During the 2025-2026 school year, the District and AALA Teamsters shall form a Joint Salary Compression committee comprised of six (6) members, three appointed by the union and three appointed by the District. The committee shall meet within 90 days of ratification to review potential salary compression issues between Unit J and bargaining units they supervise, and provide recommendations to the Superintendent~~