

## COMPENSATION

### A. 2025 - 2026 Salary Increase:

Based on the salary table effective July 1, 2025, all Certificated bargaining unit members shall receive a 9.10% on-schedule wage increase applied to the base of the salary tables.

### 2026 - 2027 Salary Increase:

Based on the salary table effective July 1, 2026, all Certificated bargaining unit members shall receive a 9.10% on-schedule wage increase applied to the base of the salary tables.

### 2027 - 2028 Salary Increase:

Based on the salary table effective July 1, 2027, all Certificated bargaining unit members shall receive a 9.10% on-schedule wage increase applied to the base of the 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 M members, AALA Teamsters Unit M will receive the same increase or bonus.

- B. Doctoral Differential: Effective July 1, 2025, the doctoral differential will be \$5,000.
- C. Assistant Principals, EIS (AP, EIS) - Effective July 1, 2025, an AP, EIS in Pay Scale Group 37G will be moved to Pay Scale Group 38G. AP, EIS positions to remain on B Basis.
- D. Early Education Principals - Effective July 1, 2025, in Pay Scale Group 38G (A) will be moved p 40G (A).
- E. Early Education Directors - Effective July 1, 2025, in Pay Scale Group 40G (A) will be moved p 43G (A).
- F. Beginning July 1, 2025, School Support Administrators, Nursing, who supervise greater than 50 employees, whether in a certain Region or departmental program, shall be provided with an additional centrally District funded School Support Administrator, Nursing, so that the ratio of 1 School Support

Administrator, Nursing, does not exceed the supervision of 50 employees. Until Hiring of additional School Support Administrators, Nursing is processed and implemented, a Stipend of \$2,500 each semester shall be paid to the over normed SSA, Nurse.

G. Any bargaining unit member involuntarily transferred to a lower paying position will continue at the same dollar amount. If the salary range of the new position is higher the bargaining unit member will receive the higher range.