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AALA/Teamsters Initial Proposal 12/4/2025  
District Counter 12/18/2025

A. 2025-2026 Salary Increase:

Effective July 1, 2025, all AALA/Teamsters 2010 bargaining unit members shall receive a 2.5% on schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect on June 30, 2025.

B. 2026-2027 Salary Increase:

Effective July 1, 2026, all AALA/Teamsters 2010 bargaining unit members shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables in effect on June 30, 2026.

All AALA/Teamsters 2010 bargaining unit members in active employed status on June 30, 2027 shall receive a one time, off-schedule lump-sum payment equal to 1% of the employee's base salary earned during the 2026-27 year.

C. 2027-2028 Salary Reopener:

On or after July 1, 2026, AALA/Teamsters 2010 may reopen Article XII—Salaries solely on compensation for the 2027-2028 School Year (effective on or after July 1, 2027).

The District will make every effort to pay all negotiated increases, including retroactive increases and bonuses, if applicable, as soon as possible following adoption by the Board of Education.