

FOR IMMEDIATE RELEASE

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Board of Education Ratifies Tentative Agreement with Alameda Education Association

Alameda, California — Friday, November 1, 2019 — At its public meeting on Tuesday, October 29, the Board of Education for the Alameda Unified School District (AUSD) voted to ratify the Tentative Agreement signed with the Alameda Education Association earlier this month.

Under the terms of the three-year agreement, members of the AEA (which represents teachers, nurses, counselors, and speech and language pathologists) will receive a 4% raise for 2019-20. If Alameda voters approve a parcel tax dedicated solely to employee salaries in March 2020, AEA members will receive an additional 1% raise retroactive to January 2020 (bringing the total this year to 5%) and an 8% increase for 2020-21.

Because AUSD has “me too” clauses that affect the other employee groups, all employees will receive this salary increase.

In addition to the parcel tax (which if passed will raise \$9.3 million annually for seven years), the ongoing salary increase will be funded by budget adjustments/reductions of between \$2.4 and \$3.3 million per year ongoing.

If the parcel tax passes, the funding will bring average AUSD salaries in line with the county average, which would help AUSD retain and attract high-quality employees, including teachers for hard-to-fill subject areas such as special education and math. Stabilizing the teaching force will also help provide more continuity and depth in educational programs.

“AUSD salaries have been lagging behind those in the rest of Alameda County for many years,” says Superintendent Pasquale Scuderi. “Even with recent raises, our employees make on average 11% less than their peers in neighboring districts.

Getting AUSD salaries up to the county average would be a true game changer. Research consistently shows that the primary determinant of student outcomes is the quality of the teacher in the classroom. As such, I see this agreement, these budget adjustments, and this parcel tax as a direct investment in our students and our schools.”

AEA announced on October 22 that their members had ratified the TA.

“I’d like to thank both bargaining teams for their hard work, creativity, and willingness to collaborate on this agreement,” says Board President Mia Bonta. “This is a complex contract and one that promises to get our employees the salaries they deserve and our students and community the investments they need. I am grateful to all who contributed to this effort.”

At its October 29 meeting, the Board of Education also heard a presentation on the proposed parcel tax to help fund the raise. The rate and structure of that parcel tax would be .23/building square foot for 7 years with exemptions for property owners over the age of 65 and/or who receive SSI benefits. The board will vote on putting the parcel tax measure on the March primary ballot at its November 12 meeting.

You can learn more about the new contract and the proposed parcel tax on our [Employee Compensation web page](#).