



Tuesday, April 16, 2024

NOTICE-Exchange of Initial Proposals with Appleton Education Association (AEA)

**Appleton Area School District
Scullen Leadership Center
131 E. Washington St., Suite 1A
Appleton, WI 54911
Leadership Community Board Room
Time: 3:45PM**

1. Meeting Notice

Subject	A. The Appleton Area School District Board of Education's designees will be meeting to exchange of initial proposals for base wage negotiations (successor agreement) with the Appleton Education Association (AEA) pursuant to State Statute 19.86.
Meeting	Apr 16, 2024 - NOTICE-Exchange of Initial Proposals with Appleton Education Association (AEA)
Category	1. Meeting Notice
Type	Procedural

File Attachments
[Exchange of Proposal 2024-25.pdf \(34 KB\)](#)

2024-2025 EXCHANGE OF PROPOSAL WITH THE APPLETON EDUCATION ASSOCIATION (AEA)

The Appleton Area School District Department of Human Resources welcomes the opportunity to meet with you as representatives of the Appleton Education Association (AEA) to engage in base wage negotiations. Both District administration and the Board of Education value the long-standing, positive working relationship with the AEA. It is the hope of the district to negotiate an amicable base wage increase and distribution thereof within the parameters of the Consumer Price Index (CPI) as required by state law.

Over the past 13 years, AASD has consistently provided compensation increases that meet or exceed the CPI of base wages. This has become more challenging in the last three years as the Consumer Price Index (CPI) has been incredibly high and continues to exceed the funding revenue the District receives. The District's focus will continue to be providing competitive, total compensation increases for all employees. This includes prioritizing the district budget movement through the Compensation Framework, maintaining competitive salary structures, and balancing a high-quality, affordable health plan. The District also intends to maintain competitive salaries in the Fox Valley in an effort to retain high-quality staff and recruit new talent.

It should be understood that consideration of movement on the Framework is considered annually by the Board of Education and is dependent on available financial resources. The negotiations include the distribution of base wages, which may include level movement.

It is the District's proposal to open base wage negotiations with the AEA at this time. Following negotiations, a recommendation will be presented to the Board of Education.