

ARTICLE XII – COMPENSATION

U. For the **2026-2027 school year**, changes to hourly rates were made directly to the attached salary schedules. Increases for education support staff personnel will be as follows.

1. One step for eligible employees.
2. Increases effective July 1, 2026.
3. **Per Article VI (F), General Terms and Conditions of Employment, the normal work year for 12 Month regular full time employees includes 12 paid holidays. For the 2026-2027 school year only, 12-month support staff personnel will receive two additional paid holidays. The dates will be Monday, November 23, 2026 and Tuesday, November 24, 2026.**
4. Increase the Maintenance Mechanic Salary Schedule by \$1.00 per hour for levels 0 through 14.
5. Increase hourly rates of pay (when necessary) to ensure that each level between 0 and 14 increases by a minimum of ~~\$600.00~~ **\$900.00** for the 2026-2027 school year **excluding** the Maintenance Mechanics Salary Schedule.*
6. Those full-time education support staff employees that received up to and including the \$750 supplement during the 2025-2026 school year will receive the same dollar amount for the 2026-2027 school year which will be paid at the end of the school year on a separate check or via a separate direct deposit (depending on how the employee receives their pay during the school year).
7. Those full-time education support staff employees that received up to and including the \$500 supplement during the 2025-2026 school year will receive the same dollar amount for the 2026-2027 school year which will be paid at the end of the school year on a separate check or via a separate direct deposit (depending on how the employee receives their pay during the school year).
8. No additional employees will receive longevity supplements.

*Employees working less than the contractual full-time amount of 6.0 hours for food service, 7.50 for 186 days, 7.5 hours for 196 days or 8.00 hours for 252 days will earn a prorated amount based upon their new hourly rate of pay.

TA 7/27/26
 Betsey Koch
 [Signature]
 July 27th 2026