

SJESPA NEGOTIATED AGREEMENT

Tentatively Agreed-Upon Changes — 2026-2027 School Year

HAS NOT YET BEEN RATIFIED

MEMORANDUMS OF UNDERSTANDING

MOU Renewals

Bereavement Leave Renewed for 2 years during 25-26.	Critical Temporary Support Positions Renewed.	Emergency Class Coverage Renewed.	School Bus Operator Sign-On Bonus Renewed.
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VPK Lead MOU — Renewed with an Addition

The VPK Lead MOU was renewed, and now includes a new provision: the VPK Lead will receive **the same lead teacher money as a lead teacher (\$300).**

Paid Parental Leave

5

days (previous)



6

days (new)

**Paid parental leave
increases from 5 days
to 6 days.**

Article Language Changes

Employee Evaluation / Personnel File

New language: Supervisors will meet with employees to review their evaluation upon written request. Any items discussed during this meeting may be considered by the supervisor, who may revise the evaluation.

General Terms and Conditions of Employment

- Eligibility for continuous employment (CE) shall serve two (2) year annual period which may be extended to three (3) years.

COMPENSATION

COMPENSATION

Pay & Compensation Updates

STEP INCREASE

1 STEP

For each eligible employee — no less than \$900. Does not include mechanics.

MECHANICS

+\$1.00/hr

Additional hourly rate for the 26/27 SY — approximately \$2,000 annually.

PARKING LOT ATTENDANTS

\$110

Uniform supplement.

ADDITIONAL COMPENSATION & TIME OFF

Holidays & Millage

12-Month Employees

Two Additional Paid Holidays

Monday of Thanksgiving week

Tuesday of Thanksgiving week

Applies to 12-month employees only for the 26-27 SY.

MILLAGE

\$7,190

Equal split for all eligible full time employees.

2027 Medical Plan Design Changes

Insurance Committee recommendation— effective January 1, 2027

Plan Feature (In-Network)	Hospital 1		Hospital 2	
	Current	New (Opt. 3)	Current	New (Opt. 3)
Deductible (Ind / Fam)	\$1,000 / \$3,000	\$5,000 / \$10,000	\$300 / \$600	\$2,000 / \$6,000
PCP / Specialist Copay	\$30 / \$60	\$10 / \$100	\$30 / \$50	\$10 / \$75
Urgent Care Copay	\$30	\$75	\$30	\$60
Rx: Generic / Brand / Non-Formulary	\$20 / \$35 / \$55	\$20 / \$70 / \$110	\$15 / \$30 / \$50	\$10 / \$50 / \$80
Out-of-Pocket Max (Ind / Fam)	\$5,000 / \$13,200	\$7,900 / \$15,800	\$5,000 / \$13,200	\$6,350 / \$19,050

All dollar figures are copay / deductible amounts (higher = more member cost-share). **Values in orange** increase under the new plan design.

Employee and Board premium contributions for the Standard and Buy-Up medical, dental, vision, and LTD plans were also updated (Appendix D), effective the November 15, 2026 paycheck; rates vary by coverage tier (Employee, Family w/2, Family W/2 Children, Family).

What Happens Next

These items now move to a **ratification vote** by SJESPA membership and the School Board before anything takes effect.

Plan to vote August 24, 25, 26

If the contract is ratified, the Board meeting to approve it will be held September 1, 2026.

Tentative Pay Schedules:

Referendum SJESPA: September 15, 2026 paycheck

SJESPA pay raises: September 30, 2026 paycheck

Questions? Reach out anytime.