

SJEA NEGOTIATED AGREEMENT

Tentatively Agreed-Upon Changes — 2026-2027 School Year

HAS NOT YET BEEN RATIFIED

BEFORE WE PROCEED

These changes are tentative

Everything in this presentation reflects items **tentatively agreed upon (TA'd)** at the bargaining table.

None of it is final or in effect until the full agreement is ratified by both the Association membership and the School Board.

Please treat this as a preview, not an announcement of finalized terms.

Paid Parental Leave

5

days (previous)



6

days (new)

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

New Section: Equitable Distribution of Students

“Every effort shall be made prior to the 1st day of school & the start of semester long courses for students to provide for an equitable distribution of students among teachers teaching common courses. While reasonable efforts should be made to maintain distribution levels as much as possible throughout the year, it is understood that mobility factors and the timely accessibility of student information will impact distribution equity. The school principal retains sole discretion and final authority over student placement decisions.”

Four Key Changes

1

Internal Transfer Window Extended

Internal transfer application portal now stays **open through June 1** (previously closed end of February).

2

External Recommendations Delayed

External recommendations for the following school year won't be accepted until May 1.

3

Reason Provided Upon Request

“Employees who do not receive a voluntary transfer shall be notified of the reason upon request.”

4

Building Rep Continuity

Every effort will be made to avoid involuntary transfer of Association building representatives. The Association will provide HR a current list of building reps.

MOUs Renewed



PLCP & CET Supplements



Teacher Emergency Class Coverage



Bereavement Leave (2-year MOU)



Remote Work Planning Days



Dual Enrollment Supplement – HS



Dual Enrollment Supplement – FCTC



Gaines / EH Supplement



New Teacher Cadre Supplement



**School Bus Operator Sign-On &
Recruitment Bonus**

COMPENSATION

COMPENSATION

Pay for Performance

Instructional employees with 99+ days worked during the 25-26 school year will receive based on their evaluation rating:

HIGHLY EFFECTIVE

\$100

EFFECTIVE / GRANDFATHERED

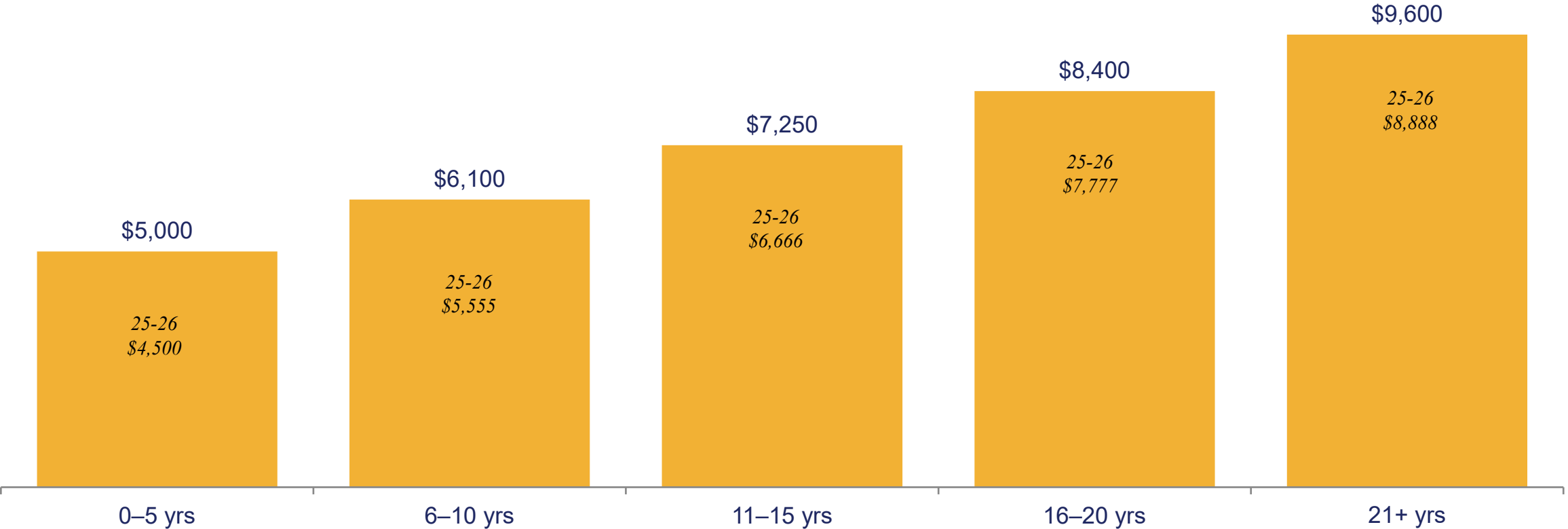
\$75

COMPENSATION

Base Salary Increase by Experience

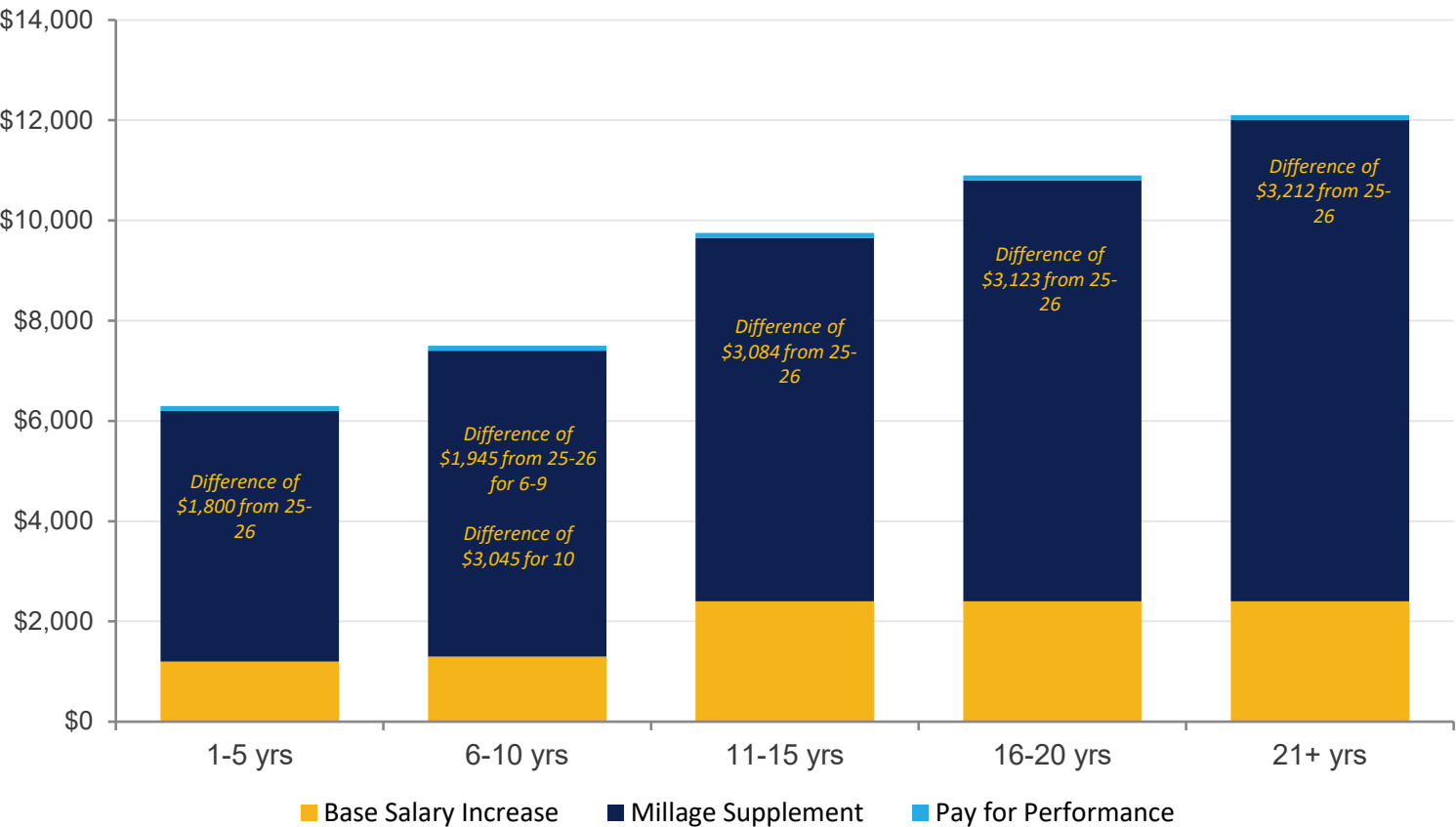


Millage Supplement by Experience



COMPENSATION

Total Compensation by Experience



1-5 yrs

\$6,300 total

6-10 yrs

\$7,500 total

11-15 yrs

\$9,750 total

16-20 yrs

\$10,900 total

21+ yrs

\$12,100 total

Combines base salary increase, millage supplement, and \$100 pay-for-performance.

COMPENSATION

Differentiated Pay — 2026-27 (One-Time Award)

Negotiated one-time awards for 2026-27 only — not added to base salary.

HARD-TO-FILL TEACHING POSITIONS		
Self-Contained (ACCESS & EBD)		\$1,100
Speech Language Pathologists		\$1,400
School Counselors		\$450
Algebra 1/1A (HS) Intensive Reading	\$50 / passing student \$50/raise student level L1→ L2 or L2 → L3 or L1 → L3	
Algebra 1/1A VE Support Facilitation	\$25 / passing student	
<i>Paid August 2027 for Algebra 1 & Intensive Reading</i>		

TEACHERS AT TITLE I / HIGH POVERTY SCHOOLS	
<i>Employee must be assigned directly to the school building</i>	
Assigned ≥50% at a Title I / High Poverty school	\$850
REMINDERS	
- Algebra 1, Intensive Reading & School Counselors: paid from Title I allocation first; balance (if any) distributed August 2027 - At a hard-to-fill position: higher of the two supplements (not both) - Intensive Reading will receive either the \$50 for level movement, but not both if a student moves from Level 1 to Level 3+	
<i>Gaines/Evelyn Hamblen are covered under a separate MOU.</i>	

Eligibility rules: Employees hired after January 2, 2027, receive 50% of the award; must still hold the qualifying position when the award is issued and remain employed through June 1, 2027. Supplements are paid on or before June 15, 2027.

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 SJEA membership and the School Board before anything takes effect.

Plan to vote August 18, 19, 20

If the contract is ratified, the Board meeting to approve it will be held August 25, 2026.

Tentative Pay Schedules:

Referendum SJEA & SJESPA: September 15, 2026 paycheck

SJEA pay raises: October 15, 2026 paycheck

Questions? Reach out anytime.