

February 23, 2026

2026-2027
Recommended
Certified Teacher
Negotiated Agreement



Negotiation Teams

WEA

- Tyler Foster
- Becky Lowther
- Guy O'Brien
- Kayla Fowler
- Sandra Power

DISTRICT

- Andrea Haynes
- Brian Gabrial
- Melanie Connolly
- Alice Dahir
- Garret Higginbotham



INTEREST-BASED BARGAINING



Focusing on key issues relevant to the agreement



Listening actively



Trusting one another



Being open to different options



TIMELINE

- Meeting since October 16, 2025
- Tentative Agreement January 20, 2026
- WEA voted - 88.46% in favor
- Redline and final version to BOE today -
February 23, 2026



LANGUAGE DISCUSSION

PLAN TIME

- Discussed the codified and existing plan-time structure
- Clarified expectations for implementation, emphasizing the ongoing need for collaboration in how it is operationalized

BLACK OUT DATES

- Reduction of 21 days in 25/26
- No further reductions were identified



LANGUAGE REVISIONS

PARENTAL LEAVE

Sick and Parental Leave

- Added language specific to “Birth Parent”
- Cleaned up language for Sick Leave

APPENDIX C: EXTRA CURRICULAR - EXTRA DUTY SCHEDULE

WHS

- Increased:
 - Head Swim
- Added:
 - Assistant Varsity Softball
 - Head Reserve Softball



UPDATED PAYS

Starting Salary

<u>25-26</u>	<u>26-27</u>
\$44,200	\$46,000

Unit Pay

<u>25-26</u>	<u>26-27</u>
\$298	\$311

Hourly Pay

<u>25-26</u>	<u>26-27</u>
\$31.20	\$32.47



UPDATED PAYS

Special Education Stipend

<u>25-26</u>	<u>26-27</u>
\$4,000	\$3,000

Degree Adjustment

<u>25-26</u>	<u>26-27</u>
M=\$3,000	M=\$3,750
M+=\$3,000	M+=\$3,900
Ed.D.=\$3,000	Ed.D.=\$3,000



BASE PAY INCREASE

25-26 Years of Certified Service with WCS	Dollar increase if 25-26 base pay is above corresponding threshold	Percentage increase if 25-26 base pay is at or below corresponding threshold	25-26 Base Pay Threshold	
			Masters	Masters+ & above
11 or greater with Bach	Standard increase of \$1,000			
4 to less than 11 with Bach	\$1,450			
Less than 4	\$1,300	4.75%	\$59,000 for all degrees	
4 to less than 11	\$1,450	4.00%	\$66,000	\$74,000
11 to less than 18	\$1,600	4.00%	\$73,000	\$86,000
18 to less than 24	\$1,700	3.75%	\$76,000	\$89,000
24+	\$1,850	3.50%	\$79,000	\$89,000
Teachers in a District-defined Special Education role shall receive an additional \$3,000 stipend, issued as a separate line item and not incorporated into their base salary.				

Estimated Increases

Base Pay: 4.90%

Base + Extra: 4.44%

Total Package: 4.39%



MOVING FORWARD

- Recommendation made to Board for approval tonight-
February 23, 2026
- Health / Dental Insurance
 - Plan design recommendations to the Superintendent, with input from our Insurance Advisory Committee (includes teacher representation)
 - Comparable to the Educators Health Alliance \$1,200 Deductible plan
- New Compensation Package Begins - September 1, 2026





THANK YOU
