

**ACPS ECONOMIC PROPOSAL – LICENSED BARGAINING UNIT**  
**FEBRUARY 3, 2026**  
**ARTICLE A**  
**SALARY AND WAGES**

**1. Salary Scales**

- a. ***Cost of Living Adjustment (COLA)***: Effective July 1, 2026, a two percent (2%) COLA shall apply to all scales in the Licensed Bargaining Unit.
- b. ***Step Increase***: Effective July 1, 2026, one (1) additional step shall be awarded to all eligible employees of the Licensed Bargaining Unit.
- c. ***Additional Steps***: Effective July 1, 2026, one (1) additional step shall be awarded to the Licensed Bargaining Unit employees employed with ACPS since the 2010-2011 school year.
- d. ***Reopener for fiscal years 2027-2028 and 2028-2029 fiscal years***: The parties agree to reopen negotiations for the limited purpose of negotiating Salary and Wages for the Fiscal Years July 1, 2027-June 30, 2028, and July 1, 2028-June 30, 2029. The reopening of negotiations for Salary and Wages will be in accordance with the provisions of the Resolution.

- 2. In accordance with Section 3.D. of the Resolution, the commitments to a COLA and step increase set forth in this Agreement are contingent upon the School Board's receipt of sufficient funding from the Alexandria City Council. If the City Council fails to appropriate sufficient funding for the commitments set forth in this Agreement, the Agreement shall reopen for the sole and limited purpose of discussing and seeking to reach agreement in alignment with the funding levels provided. In the event the City Council appropriates funding that exceeds the commitments set forth in this Agreement, the Agreement shall reopen for the sole and limited purpose of discussing and seeking to reach agreement in alignment with the funding levels provided. Such negotiations must be completed no later than the first School Board meeting in the month of May preceding the commencement of the next Fiscal Year.