



February 20, 2026

EAA/ACPS Wages and Benefits for Collective Bargaining Agreement beginning July 1, 2026



Licensed

- 1 Step for all Eligible Employees
- 1 Additional Step for all Eligible Employees Employed with ACPS since 2010-2011 School Year
- 2.0% COLA



Note: Increase in scale wages carries into subsequent years.



Support

- 1 Step for all Eligible Employees
- 3.5% COLA
- \$2,000 Longevity Bonus

Note: Increase in scale wages carries into subsequent years.



Average Salary Increase

- The Average Salary Increase for Licensed Staff is- 5.35%
- The Average Salary Increase for ESP is- 5.92% (6.42% when Including Longevity Bonus)
 - Additional \$2,000 Longevity Bonus on Multiple of 5-year Anniversary