

## ACPS and EAA Conclude a Tentative Agreement on \$12,730,138 in Wage and Step Increases



Alexandria City Public Schools (ACPS) and the Education Association of Alexandria (EAA) are pleased to release the terms of their tentative agreement for \$12,730,138 in wage and step increases for the Licensed Personnel and Education Support Professional (ESP) bargaining units over the next year effective July 1, 2026. This tentative agreement furthers the goals set out in the 2030 ACPS Strategic Plan to provide competitive compensation and increase the retention rate of ACPS talented professionals.

The key terms of the tentative agreement are:

- A step increase for all eligible employees in both bargaining units;
- An additional step increase for Licensed employees employed with ACPS since 2010-2011;
- A 2.0% COLA for all Licensed employees;
- A 3.5% COLA for all ESP employees; and
- A \$2,000 longevity bonus for all eligible ESP employees on each 5-year anniversary date.

"This 5.35 % average increase for the Licensed personnel and 6.42% average increase for the ESP employees are consistent with and reflect the commitment we made in the ACPS strategic plan to our professional employees" said Dr. Melanie Kay-Wyatt, Superintendent of ACPS. ACPS School Board Chair, Dr. Michelle Rief, stated "This proposal affirms our community's commitment to public education and to the ACPS professionals who ensure our students receive a high-quality education."

"The EAA bargaining team acknowledges the significance of this milestone in reaching our initial tentative wage agreement with ACPS. This process has been collaborative and respectful. The fact that EAA had a seat at the table means that ACPS will remain competitive with neighboring school divisions regarding employee compensation," said EAA President Dawn Lucas.

The parties are aware that the City Manager has proposed only a 1.5% increase in ACPS's budget for next year, which is \$5.6 million less than what will be needed to allow ACPS to meet the wages and benefits agreed to above. EAA and ACPS are hopeful that the City Council will vote to provide the funds

requested by the ACPS Board and back the teachers and support professionals of ACPS in this historic first ever collective bargaining agreement.

## **Resources**

- Exhibit A – Salary and Wages for Licensed employees for Fiscal Year 2027
- Exhibit B – Salary and Wages for Education Support Professional employees for Fiscal Year 2027
- Exhibit C – Longevity Bonuses for Education Support Professionals