Compensation Proposals
March 25, 2026

Made as part of unit-specific settlement proposals on 3/25/26

Teacher Unit

Year 1:

Steps 1: 2.0% GWI
Steps 2-3: 2.5% GWI
Steps 4-5: 2.75% GWI
Step 6: 3.0% GWI
Step 7: 3.25% GWI
Step 8: 3.5% GWI

Years 2-4:

Steps 1-2: 2.5% GWI
Steps 3-4: 3.0% GWI
Steps 5-6: 3.5% GWI
Steps 7-8: 4.0% GWI

Longevity amount effective year 2

Years	Amount
5	$500
10	$1200
15	$1600
20	$2000
25	$3000

ESP Unit

Year 1:

Delete Column 1
3% GWI

Years 2-4:

3% GWI
Delete Bottom Step
Add top stop +3%

Longevity amount effective year 2

Years	Amount
5	$500
10	$1200
15	$1600
20	$2000
25	$3000

Secretary Unit

Year 1:

3% GWI
Delete Bottom Step
New Top Step +3%

Year 2:

3% GWI

Years 3-4

3% GWI
Delete Bottom Step
New Top Step +3%

Longevity amount effective year 2

Years	Amount
5	$500
10	$1200
15	$1600
20	$2000
25	$3000

Nurse Unit

Year 1

New top step added at $64,000

Year 2

New top step added at $68,000

Year 3

Place on base wage column (column 1) of teacher scale at the wage that is closest to 3% above $68,000 (i.e., step 4 in this proposal)

Year 4

Advance to step 5 of the base wage column of teacher scale.

Longevity amount effective year 2

Years	Amount
5	$500
10	$1200
15	$1600
20	$2000
25	$3000