Tentative Agreement between FUHSD and SCACEFT

April 8, 2026

Article 13-Compensation

13.2 Certificated Assignments

Certificated Hourly Adult School Teachers
The hourly rate of compensation for Certificated Teaching Assignments commencing with the 2026-2027 school year onward will be increased by 2.82% effective July 1, 2026.

Certificated Hourly Teacher Rates					
	Step 1	Step 2	Step 3	Step 4	Step 5
	Year 1	Year 2-3	Year 4-5	Year 6-7	Years 8+
CURRENT 25-26	$54.99	$57.02	$59.07	$61.14	$63.22
26-27 rates with 2.82% increase	$56.54	$58.62	$60.74	$62.87	$65.00

Coordinating Teachers, Program Coordinator & Counselor
The hourly rate of compensation for Coordinating Teachers and the Transitions Counselor commencing with the 2026-2027 school year onward will be increased by 2.82% effective July 1, 2026.

Coordinating Teacher Rates					
	Step 1	Step 2	Step 3	Step 4	Step 5
	Year 1	Year 2-3	Year 4-5	Year 6-7	Years 8+
CURRENT 25-26	$66.25	$68.01	$69.74	$71.43	$73.12
26-27 rates with 2.82% increase	$68.11	$69.93	$71.71	$73.45	$75.19

13.5 Non-Certificated Teaching Assignments

The hourly rate of compensation for Non-Certificated Teaching Assignments commencing with the 2026-2027 school year onward will be increased by 2.82% effective July 1, 2026.

Non-Certificated Hourly Teacher Rates					
	Step 1	Step 2	Step 3	Step 4	Step 5
	Year 1	Year 2-3	Year 4-5	Year 6-7	Years 8+
CURRENT 25-26	$40.02	$41.50	$42.99	$44.51	$46.01
26-27 rates with 2.82% increase	$41.15	$42.67	$44.20	$45.77	$47.31

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13.13 Compensation Agreement for Hourly Rate Increases

Starting 2024-2025 academic year, the bargaining unit members shall receive the same yearly salary percentage increase as CSEA and FMA as calculated through the Revenue Sharing Process (RSP). Should those two numbers vary, SCACEFT shall receive the average of the two associations. By April 30th of each year, the salary percentage shall be established and communicated to all units - FMA, CSEA, FEA, and SCACEFT. The salary increase shall be effective commencing July 1st of the same calendar year as established on April 30th. Payments will not be retroactive.

However, if the annual percentage of Adult Education Fund COLA (cost-of-living-adjustment) is higher than the above salary percentage, the bargaining unit member shall receive the percentage of COLA unless the salary increase would put the Adult School budget in deficit spending for the upcoming fiscal year.

13.14 One-Time Monies

When the District has one-time monies to distribute to bargaining unit employees, the amount provided to each bargaining unit employee shall be distributed as a percentage of the employee's total amount earned for the prior year. The percentage shall be the same salary percentage increase as CSEA and FMA. Should those two numbers vary, SCACEFT shall receive the average of the two associations. .

To be eligible to receive a distribution of the one-time monies, a bargaining unit employee must be an employee in paid status as of October 10th of the school year in which the distribution is being made and be in one of the eligible groups listed below:

1. Coordinating Teachers, Transition Counselor, Program Specialist
2. Probationary and Permanent teachers who are working at least 18 hours per week and have a contract for the remainder of the year in which the one-time monies are to be distributed.

Temporary teachers are not eligible for one-time monies.

4/27/26		Trudy R. Gross 4/27/26		Lori Riehl 24 Apr 2026	
Martha Satterlee President, SCACEFT	Date	Trudy Gross, Associate Superintendent, FUHSD	Date	Lori Riehl, Principal, FUHSD Adult School	Date