

2026-2027 Teachers and SSPs Salary, Benefits, and Other Compensation, *Memorandum of Understanding*

The District and the Association have reached these agreements regarding changes to base salary, benefits, and Additional Compensation for the 2026-2027 school year, including but not limited to the following:

1. Effective August 1, 2026, all Teachers and SSP employees shall advance one (1) step on the Salary Schedule (see below) from their previous step in the 2025-2026 school year. Any teacher or SSP employee whose step does not include an increase in salary (i.e. employees at the maximum step and beyond for their lane) shall receive an additional 1.0% of the base salary as reflected in the schedule below as a one-time, non-recurring salary adjustment to be paid out monthly in equal installments from August 2026 to July 2027.
2. Horizontal Advancement requests will not be granted for the 2026-2027 school year, except in the case of attaining a degree (i.e. master's or doctorate degree). Once these horizontal advancement requests reach a cost of \$400,000, including PERA and Medicare, no more horizontal advancement requests will be granted.
3. Student Achievement Incentive Plans (SAIP) shall continue to be implemented as written in Policy 4141 for any teacher or SSP employee who completed a SAIP in the 2025-2026 school year. The SAIP program shall sunset at the end of the 2026-2027 school year. The SSIP committee will suspend implementation of the Student Success Initiatives Plan program until further review can determine its effectiveness and impact. In consideration of the costs associated with the compensation plan outlined in #1 above, it is agreed that the budget for SAIP shall be reduced by \$1M. Upon the sunset of the SAIP program, \$2.7M previously budgeted for this program shall be reallocated during 2026-2027 negotiations.
4. Special Consideration Pay shall be paid at the rate of \$20/hour, which will also be reflected in a reduction of Curriculum Day pay to \$160/day (i.e. \$20/hour).
5. Eligibility to participate in the Professional Growth Pathways program in the 2026-2027 school year will be limited to only those teachers and SSP employees who were eligible to participate in the PGP program in the 2025-2026 school year.
6. The District and the Association agree to convene, as soon as possible, an Insurance Benefits Committee to conduct a comprehensive review of the district's insurance benefits offerings to understand the district's benefits philosophy and to explore options to reduce the cost of health insurance benefits in the future.
7. The District and the Association agree to reconvene, as early as August, the Compensation Committee, comprised of equal representation from both parties, to conduct a market study of Policy 4142 Supplementary Pay, specifically Schedule A; to examine actual enrollment and actual costs of additional compensation like PGP and SAIP; to analyze the effect of attrition on compensation estimates; and, to study options to contain the growing costs of horizontal advancement.
8. If anticipated state or federal funds are significantly reduced in the 2026-2027 school year, the Board of Education could trigger a "fiscal exigency" as defined in Policy 4160 which would render this MOU null and void pending further negotiations between the District and the Association.

2026-2027 Teacher Salary Schedule

STEP	BA	BA+30	MA	MA+30	MA+60	MA+90	PHD
1	\$62,000	\$64,267	\$69,677	\$74,600	\$79,522	\$84,446	\$90,396
2	\$62,753	\$65,349	\$70,758	\$75,682	\$80,604	\$85,528	\$91,478
3	\$63,835	\$66,431	\$71,841	\$76,764	\$81,687	\$86,610	\$92,561
4	\$64,916	\$67,513	\$72,923	\$77,846	\$82,769	\$87,691	\$93,642
5	\$65,998	\$68,595	\$74,005	\$78,928	\$83,850	\$88,773	\$94,724
6	\$67,080	\$69,677	\$75,086	\$80,010	\$84,932	\$89,856	\$95,806
7	\$69,437	\$72,021	\$77,404	\$82,303	\$87,201	\$92,100	\$98,021
8	\$72,129	\$74,713	\$80,095	\$84,995	\$89,892	\$94,792	\$100,712
9	\$74,820	\$77,404	\$82,787	\$87,686	\$92,584	\$97,483	\$103,403
10	\$77,512	\$80,095	\$85,478	\$90,378	\$95,275	\$100,174	\$106,095
11	\$80,203	\$82,787	\$88,170	\$93,069	\$97,966	\$102,866	\$108,786
12	\$83,723	\$85,478	\$90,861	\$95,760	\$100,658	\$105,557	\$111,478
13	\$83,723	\$89,051	\$93,552	\$98,452	\$103,349	\$108,249	\$114,169
14	\$83,723	\$89,051	\$96,244	\$101,143	\$106,041	\$110,940	\$116,860
15	\$83,723	\$89,051	\$99,925	\$103,835	\$108,732	\$113,631	\$119,552
16	\$83,723	\$89,051	\$99,925	\$107,591	\$112,538	\$117,486	\$122,243
17+	\$83,723	\$89,051	\$99,925	\$107,591	\$112,538	\$117,486	\$126,184

Created: May 7, 2026

Adopted: June 8, 2026

Effective: August 1, 2026