

2026-2027 CCTEA Compensation MOU

Please note: CDL and Non-CDL drivers who were eligible for a salary increase for the 2024-2025 school year did not receive a step for the 2024-2025 school year. This was not considered a “missed or frozen step” and this lack of step advancement will not be made up in subsequent years.

The District and CCTEA agree to the following compensation for the 2026-2027 school year, effective July 1, 2026.

For the 2026-2027 school year, there will be a 1.25% increase to each step for existing Bus Drivers and Non-CDL Drivers. CDL and Non-CDL drivers who are eligible for a salary increase will not receive a step for the 2026-2027 school year. This will not be considered a “missed or frozen step” and this lack of step advancement will not be made up in subsequent years.

For the 2026-2027 school year, there will be a 1.25% increase for existing Bus Assistant employees.

If a 1.25% increase places an employee beyond their position’s 2026-2027 pay range maximum, the employee will receive a comparable percentage increase to reach the pay range maximum and an additional one-time payment to equate to the total increase of 1.25%. Any one-time lump sum payments will be paid in September 2026.

The CCTEA Union President will be paid a \$1,000 monthly stipend to be paid over the period of ten (10) months, equaling an “annual” payment of \$10,000. This \$10,000 will be removed from the total accumulated dollars to be paid out from the Vacation Disbursement Budget.

The recaptured Vacation Disbursement dollars (Policy 4555) will be split evenly between CDL and Non-CDL Drivers who are benefit-eligible, to be paid as a one-time lump sum amount to be paid in September 2026.

CCTEA and the District agree to study potential cost-saving strategies for moving transportation employees from the 50th percentile to the 75th percentile during triennial market study years. Both CCTEA and the District will also study improvements for transportation employee attendance. This will include at least two meetings with the hopes of a joint recommendation prior to the beginning of bargaining the full contract for 2027-2028.

CDL and Non-CDL Hourly Step Chart
Effective July 1, 2026

STEP	CDL Bus Driver	Non-CDL Bus Driver
1	\$24.69	\$22.26
2	\$25.37	\$23.14
3	\$26.33	\$24.00
4	\$27.29	\$24.87
5	\$28.23	\$25.74
6	\$29.19	\$26.61
7	\$30.14	\$27.49
8	\$31.11	\$28.35
9	\$32.04	\$29.22
10	\$33.00	\$30.08
11	\$33.95	\$30.95
12	\$34.91	\$31.82
13	\$35.85	\$32.71
14	\$36.76	\$33.47

Bus Assistant Wage Range
Effective July 1, 2026

PAY RANGE	MINIMUM	MIDPOINT	MAXIMUM
ESP06	\$19.63	\$24.23	\$28.83

Created: May 5, 2026
 Adopted: June 8, 2026
 Effective: July 1, 2026