

2026-2027 PACC Compensation MOU

The District and PACC 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 for existing Para Educator 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.

2026-2027 Pay Ranges

RANGE	MINIMUM	MIDPOINT	MAXIMUM
ESP05	\$18.57	\$22.93	\$27.29
ESP06	\$19.63	\$24.23	\$28.83
ESP07	\$20.67	\$25.52	\$30.37

The District and the Association agree to form a Compensation Committee, comprised of equal representation from both parties, which will convene as early as August to study potential cost-saving strategies that may enable a retention bonus for benefit-eligible bargaining unit members and for moving bargaining unit members from the 50th percentile to the 75th percentile.

If anticipated federal funds are significantly reduced in the 2026-2027 school year, the Board of Education could trigger a "fiscal exigency" which would render this MOU null and void pending further negotiations between the District and the PACC.

Created: May 13, 2026

Adopted: June 8, 2026

Effective: July 1, 2026