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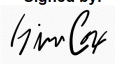
Education Support Professionals (ESPs) Compensation Agreement

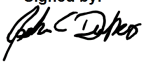
Pending ratification by the Board of Education and the PCESPA and EIG, the following represents agreement by the negotiations teams for a one-year contract beginning fiscal year 2027.

FY 2027

- Steps Funded
- 3% COLA
- Recognition for years of service:
 - o 20 years = \$2000 one-time recognition
 - o 25 years = \$2500 one-time recognition
 - o 30 years = \$3000 one-time recognition
- Longevity (Step 21+) \$750 lump sum
- RHTA - \$1200 (prorated based on FTE)
- Thirty + hour per week employees continue to be eligible for District insurance plans
- District insurance changes as recommended by the Insurance Committee
- Continued funding for Professional Development for up to 8 hours for eligible education support professional employees. Additional hours will be considered through recommendation by the employee's supervisor to the HR Director and Business Administrator. Total professional development hours should not exceed 16 hours.

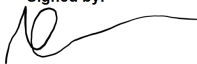
Dated this 17th day of June, 2026

Signed by:

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Gina Cox, PCESPA Chair

Signed by:

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Josh Dukes, EIG Chair

Signed by:

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Meredith Reed, Board President

Signed by:

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Nick Hill, Board Vice President

EDUCATIONAL EXCELLENCE