

EETA and District Joint Negotiations Update

September 23, 2026

EETA Members Present: Megan Belcastro, Adam Wilson, Chris Costa, Wayne Randolph, Garen Copeland, Bree Pendley

District Members Present: Heather Armelino, Tiffany Rodrigues, Stephanie Dahlberg, Deborah Williams, Meagan Hawley-Stone

EETA	District Team
<u>Compensation Proposed:</u> On-going 5% Salary schedule One-time 4% H&W Cap Contribution increase from \$13,800 to \$14,900 effective 10/01/2027 (equivalent of 8.00% on insurance cap to keep pace with cost increases. This has been the current average increase in medical insurance cost for the Bronze and HDHP plans)	<u>Compensation Proposed:</u> On-going 3.5% Salary schedule (EPAs, hourly rate) One-time 4% H&W Cap Contribution increase from \$13,800 to \$14,900 effective 10/01/2027 (equivalent of 8.00% to keep pace with cost increases) The 4% one-time increase is due to the Special Ed Maintenance of Effort (MOE). This means we must spend the same amount each year in Special Education as we did the prior year. Because we gave a 6% one-time increase last year, it spiked the prior-year SPED spending MOE. If we gave much less than 4% one time, we would not spend enough for SPED in the current year.
<u>Response</u> Agreeable to the new format.	<u>Article 1: Recognition</u> Proposed listing all unit titles, and condense duty days to one section on a table. These changes are a requirement for the implementation of the new STRS requirements (AB1997)
<u>Article 6. Insurance</u> Remove stipulation that dental and vision must be purchased through CVT	<u>Response:</u> Agreeable to changing language: <i>Changing a benefit provider would require mutual agreement with the district.</i>

<u>Article 8: Leaves</u> Proposed 4 weeks full paid child bonding leave and start AB 126 July 1, 2026	<u>Response:</u> Effective January 1, 2027, fully paid Pregnancy Disability Leave (PDL) will be provided for up to 14 weeks. This encompasses the time of disability prior to and after birth as determined by a doctor. The Education Code already provides up to 12 weeks of child-bonding leave for both parents. This would begin for the disabled unit member upon release from disability. A non-disabled parent may take child-bonding leave at any time after birth. Bonding leave must be used within one year of a qualifying event (birth, adoption, etc). Bonding Leave has pay protections of no less than half pay after exhaustion of sick leave. To qualify for child-bonding leave a unit member must have been employed by the District for no less than one year. The Education Code (44977.5) details how pay is applied for bonding leave. Therefore, the 4 weeks of full pay would be additional paid leave (in addition to the 12 weeks). An increase to compensation at full pay for the four weeks of additional bonding leave would cost the equivalent of about 1% (based on the cost of one percent for EETA).
<u>Appendix B: Extra Pay Schedule</u> Other 4th and 5th grade teacher \$1500 (twice per year)	<u>Response:</u> Total cost of 4th/5th grade stipends, as proposed, would equal .437%.
Future Negotiation Meeting Dates: 10/1/26	