

EETA and District Joint Negotiations Update

September 10, 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

DISTRICT SUMMARY

- **Enrollment & ADA:**
 - Second year of declining enrollment. As of 8/13/2026, we are down 134 from last year. We no longer have complete declining enrollment protection because the three-year average is no longer in our favor. The current 134 loss in enrollment could result in a \$1.5 million reduction in the next two years.
 - Last year's enrollment declined by 81; however ADA only decreased by 53.86 from 24/25 to 25/26 because our Attendance Recovery efforts softened the impact of our decrease in enrollment.
- **Budget:**
 - COLA
 - **2.87%**
 - 1.44% augmentation identified for funding the new Pregnancy Disability Leave (PDL). The new PDL will include up to 14 weeks of full compensation. This will be a significant increase in cost to the District.
 - 2026/27 District Budget
 - \$1.9 Million Deficit
 - Added New Special Education revenue
 - Removed one-time expenditures & revenue
 - Results in \$1.6 Million on-going unrestricted surplus
 - Reserves:
 - Over 2025-26, went from \$26 million to \$15 million (estimated)
 - Approximately half of this is restricted funds
- **Compensation:**
 - **On the Salary Schedule 3.5%:**
 - \$1.6 Million surplus can fund the cost of 3.45% increase to compensation, not including an increase to health & welfare. The district agrees to round the percentage on the salary schedule to 3.5%.
 - **Assumptions:**
 - Unduplicated pupil count remains consistent
 - Staffing reductions to align with enrollment
 - No further declines in enrollment

AB1997:

AB1997 was signed by the Governor and will take effect July 1, 2027. The District will need to make the AB1997 updates to the collective bargaining agreement recognition article and ensure the salary schedules are done correctly to protect STRS creditable compensation. Therefore, the District will be making changes to salary schedules, such as, each person's "annual" salary must be reflected on the salary schedule. The District will need to split each position with different duty days onto different salary schedules. The District is submitting each salary schedule to STRS for review. If certified by the STRS Review Department, the salary schedules will have met the requirements under AB1997. The recognition article changes are relatively small. The article will need to reflect each position title a certificated unit member may hold and duty days. For example, Teacher, SDC Teacher, Site Literacy Teacher, etc. (see Article 1 below)

EETA	District Team
<u>Compensation Proposed:</u> On-going 9% Salary schedule H&W Cap Contribution increase of 9%	<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)
<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 4, Sections 20-21</u> Proposed 2x hourly pay for non-classroom teachers (site literacy teachers et al.) to prepare for presentations, to match classroom teacher payouts. Adjust language in this section from "teacher" to "unit member".	<u>Response:</u> We are open to implementing a uniform amount of Site Literacy Teacher duty days. The language would then reflect all unit members paid uniformly for preparation & presentation. Would reduce current duty days by 2 days to

	account for current practice of presentation preparation during non-student days.
<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 8 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. Child-bonding leave for a non-disabled parent can occur anytime 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. An increase to compensation at full pay for the first 8 weeks of bonding leave would not align with the Education Code, would not have a one-year employed qualifier, and would cost the equivalent of about 2% (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) Drama Club \$750 each (offering 2 positions) Talent Show \$500 each (offering 3 positions) Instrumental Music \$1200	<u>Response:</u> Total cost of 4th/5th grade stipends, as proposed, would equal .437%. Club stipends are already in the agreement and account for up to 28 hours. Administrators can fly any club stipend. Current agreement already reflects Choral and Instrumental Music Advisors stipends to account for after-school and weekend

	rehearsals, performances, and trips. Can be flown as half stipend.
Future Negotiation Meeting Dates: 9/23/26 and 10/1/26	