

**AGREEMENT BETWEEN
ENTERPRISE ELEMENTARY SCHOOL DISTRICT AND ENTERPRISE ELEMENTARY TEACHERS' ASSOCIATION
OCTOBER 1, 2026**

The Enterprise Elementary School District and the Enterprise Elementary Teachers' Association agree as follows:

A compensation increase retroactive to 7/01/2026:

Compensation:

On-going (on the salary schedule)	4.00%
One-time (off the salary schedule)	4.00%
Total Compensation Increase	8.00%

Increase in Health and Welfare Benefits Contribution to \$14,900 effective 10/01/2027.

For the following paid on or after November 1, 2026, a 4% increase will also be applied to Article 4 (Hourly Wage Rate), and Appendix B (Extra-Duty Pay Schedule)

Collective Bargaining Agreement Language Changes

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Article 1: Recognition

The Enterprise Elementary School District confirms its recognition of the Enterprise Elementary Teachers Association/California Teachers Association/National Education Association (hereinafter referred to as EETA/CTA/NEA) as the exclusive representative for the unit of members certified by the Educational Employment Relations Board in Case #S-D-72: (SR-112), dated June 5, 1984, by the unit of employees recognized by the Enterprise Elementary School District as being all certificated employees in the District and excludes the Superintendent, principals, vice-principals and day-to-day substitutes, and consists of 184 employees as of November 1, 1995.

The EETA/CTA/NEA is the exclusive bargaining unit representative of all certificated employees which includes:

- ◆ Teacher (Regular Education Transitional Kindergarten - 12th grade)
- ◆ Teacher on Assignment (TOA)
- ◆ Instructional Coach
- ◆ Resource (RSP) Teacher
- ◆ Special Day Class (SDC) Teacher
- ◆ Academic Dean
- ◆ School Nurse
- ◆ Speech Pathologist
- ◆ Psychologist
- ◆ Lead Psychologist
- ◆ Site Literacy Teacher (K-5, K-8, 6-8)
- ◆ Instructional Services Specialist

Approved at the Enterprise Elementary School District Board Meeting: TBD (date of board meeting approving tentative agreement)

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Article 4: Compensation

Section 7. Work Year (Work / Duty Days)

7.1 Duty days as designated by the Superintendent on the appropriate salary schedule as follows:

Position	Work/Duty Days
Teacher (General Education Transitional Kindergarten - 12th grade)	185
Teacher on Assignment (TOA)	185
Resource (RSP) Teacher	185
Special Day Class (SDC) Teacher	185
Speech Pathologist	185
Site Literacy Teacher (K-5)	190
Site Literacy Teacher (6-8)	193
Site Literacy Teacher (K-8)	193
Instructional Coach	193
School Nurse	199
Psychologist	199
Lead Psychologist	203
Academic Dean	200
Instructional Services Specialist	200

Note: New Article 4 Section 7 will replace the current Article 4 Sections 7-9, Section 11-12 to consolidate all work year/duty days into one section. The remaining sections will be appropriately renumbered in chronological order.

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Article 6: Insurance

Section 1. Medical, Dental, and Vision Insurance

1.1 Medical, dental, and vision coverage purchased through the Central Valley Trust. **Changing a benefit provider would require mutual agreement with the district.**

1.2 Effective October 1, **2025 2026**, the District's maximum contribution for health and welfare benefits: medical, dental, vision and life insurance coverage shall be **~~\$13,400~~ \$13,800**. Effective, October 1, **2026-2027**, the District's maximum contribution for health and welfare benefits: medical, dental, vision and life insurance shall be **~~\$13,800~~ \$14,900**.

If enrolled in a HDHP plan, the district will contribute the difference between the employee cost and the district cap to a District Sponsored Health Savings Account on the employee's behalf.

Article 13: Class Size

1.10 Effective July 1, 2026, an annual stipend of \$1,700 will be provided to teachers who are assigned 4th and/or 5th grade (excluding PE and Elective) and who serve in the classroom with 4th and/or 5th grade students for 65% or more of the school year. The stipend shall be paid at the end of the school year. In years the district provides a daily "special" (PE, Fine Arts, or other instruction provided by a teacher), the stipend will no longer apply. This stipend shall not apply to PACE and RCA.

Current 1.10-1.11 will be renumbered

Retroactive payments will be calculated based on unit members' annual salary at distribution.

This agreement has been accepted by both parties and closes negotiations for the 2026/27 school year. This agreement is subject to ratification by the EETA Membership and approval of the Board.

For EESD:

Heath Arnold, Supt
Tiffany Rodriguez, Asst Supt
S. Samberg, Principal
Deborah Williams, CBO
Meagan Hawley Tre

For EETA:

Carolee D
Adam Wilson
Megan Belcastro
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