

Memorandum

To: SANB School Board
From: District Negotiations Team
Date: September 22, 2026
Subject: Support Staff Tentative Contract Agreement

Executive Summary

The District Negotiations Team is presenting the tentative two-year collective bargaining agreement reached between the District and our support staff. This contract represents the successful merger of the Paraeducator/Clerical unit and the Food Service unit into a single, cohesive contract.

Our negotiations team highly recommends that the School Board ratify this tentative agreement. It honors the contributions of our essential support staff, streamlines district operations, and remains within the school board's established fiscal parameters.

Contract Merger and Language Equalization

Historically, Paraeducators/Clerical staff and Food Service staff operated under two separate contracts. Merging them required a massive overhaul of contract language. A primary directive during this process was financial equalization—ensuring that the structural alignment of the two units "leveled up" rather than forcing any employee group to lose funding or benefits.

Holiday Standardization

Outside of the structural changes required to merge the contracts, the primary language updates center on holiday observation.

- All employees within the newly merged unit will now receive 14 paid holidays.
- Because staff members work a varying number of months per year (e.g., most paraeducators do not work over the summer and therefore do not observe July 4th), specific holidays will be designated as either fixed or floating based on the months worked.

Operational Protections: Probationary Period

To ensure adequate time for training, evaluation, and ensuring a strong fit for new hires, the District successfully negotiated a standard 90-day probationary period for all incoming staff within the newly merged unit.

Formalization of the "Keep Whole" Agreement (PD Days)

In 2019, when student contact days were reduced to allow for more teacher professional development, our support staff faced a potential loss in earning power since they were traditionally paid only for student days. Since then, the District has maintained a "handshake agreement" to keep these employees whole at 174 work days by utilizing non-student days for support staff professional development.

- This tentative agreement formalizes that practice into official contract language, ensuring salary stability for our staff.
- These professional development days (when appropriately required) will continue to be primarily funded through the General Fund, rather than Special Education (SPED) or Food Service funds.

Additional Payment for Personal Care Assistant:

Due to the changing needs of students - the paraeducators were seeking additional payment for changes in duties performed. The district and employee unit agreed to further the discussion over the next two years by creating a MOU to address the purpose and potential need for a Personal Care Assistant (PCA) certification. By using a MOU the district and bargaining unit show the collective desire to collaborate.

Financial Package Breakdown

Negotiating a contract merger naturally introduces changes in baseline costs. The initial structural "roll-up" and leveling costs required to blend the two units needed to be considered when starting the negotiation process. The roll-up costs for both units along with the change to a merged contract was considered part of the overall total package financial parameters set forth by the school board.

Through collaborative negotiations, the team successfully arrived at a total two-year package that honored the School Board's parameters. This package includes:

- Structural leveling of the two contracts
- Negotiated salary step increases
- The addition of one new step to the top of each unit's salary schedule
- Slight increases to longevity pay
- Adjustments to the Tax-Sheltered Annuity (TSA) district matching contributions

Recommendation

This agreement successfully balances fiscal responsibility with a deep commitment to the staff who keep our schools running smoothly every day. It provides long-term operational clarity through a single contract while protecting the earning power and professional growth of our employees. The team recommends the passage of this contract.