

2026 DSD & DEA Negotiations

Agreement Language Summary of Changes

- **Professional & Contract Days:** Updated guidance for professional and contract days for the 2026–27 school year.
- **Professional Development Credit (3.2.8):** Clarified which type of college/university transcript credit qualifies for salary level changes. Established a review and appeal process.
- **Professional Evaluation (5.7.1–5.7.8):** Updated terminology. Revised evaluation timelines for provisional and career educators. Clarified the role of the Joint Committee.
- **Frozen or Adjusted Salaries (3.2.5[a] & [b]):** Clarified eligibility restrictions for salary advancement based on employee evaluations.
- **Kindergarten Individual Learning Plan (ILP) (Addendum #2):** Removed unique kindergarten provisions for ILP (parent-teacher conference) which are no longer necessary since implementation of full-day kindergarten.
- **Grievance Process (5.9):** Revised and clarified the formal grievance process, including timelines and the types of complaints eligible for consideration through the grievance process.
- **Accommodations for Employees' Children (4.7):** Updated language to reflect current boundary permit (variance) practices for DSD employees.
- **Year-Round Schools (6.9):** Removed the year-round school section from the agreement given DSD no longer has year-round schools.
- **Transfer Process (5.5):** Revised timelines and process for determining which educators will be identified involuntary transfers when staffing allocation is smaller than current staff.
- **Contract Non-Renewal or Termination Due to Staff Reduction (5.6):** Revised timelines and process for determining staff members identified for necessary staff reduction.
- **Elementary Preparation Time (6.3.2):** Clarified expectations for the use of preparation time emphasizing the need to reserve preparation time for instructional planning.
- **Letter of Intent:** Jointly rewrote the letter of intent to reflect ongoing topics for collaboration between DSD and DEA.

- **Overall Process and Technical Adjustments:** Removed outdated language and references to processes no longer in use.