

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde
DATE: January 12, 2026
RE: Centennial Student and Family Advocate and Liaison Contract Settlement

The Centennial Student and Family Advocate and Liaisons and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-27 contract years. The agreement has been ratified by the members of the unit. The Negotiations Committee recommends approval of this agreement. Highlights of the agreement are as follows:

- Add Liaisons to contract.
- Steps both years
- Move Advocates to 12 months effective July 1, 2026.
 - Holidays: 13
 - Vacation days: 20
- Move Liaisons to 191 days effective year 1.
- Salary Schedule Advocates:
 - Year 1: 2.5%
 - Year 2: 2.5%
- Salary Schedule Liaisons:
 - Year 1 \$28.00
 - Year 2: \$30.00
- 403b: Increase \$500 effective July 1, 2026.
- Health Insurance Advocates:
 - Year 1: Increase 2%- Single and \$2,000 Family effective February 1, 2026
 - Year 2: Increase 2%
- Health Insurance Liaisons:
 - Year 1: Increase 2%- Single and 4%- Family effective February 1, 2026
 - Year 2: Increase 2%
- Language Changes