

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
 FROM: Dan Melde
 DATE: October 20, 2025
 RE: Centennial Teacher Contract Settlement

The Centennial Teachers and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-2027 contract years for Teachers in the district. 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:

1. Salary Agreement:

	Year 1	Year 2
Steps	Yes <i>Preschool Teachers who do not hold a BA will stay on the 24-25 first step and get the same percentage increase as the salary schedule.</i>	Yes
Salary Schedule	2.1%	2.5%
Salary Schedule	Add additional \$250 to BA-MA 30 at Step 17 and add additional \$500 to MA 45 Step 17	Add additional step above step 17 and add \$500 to BA-MA 30; and add additional 1,000 to MA 45
Eliminate Steps		Eliminate Beginning Step
Schedule B	2.1%	2.5%
Health Insurance	3% for Co-Pay Plan; 4% for Deductible (HSA) Plan effective January 1, 2026	3% for Co-Pay Plan; 4% for Deductible (HSA) Plan effective January 1, 2027
403B		Change language to Continuing Contract-8 Years Increase 27+ years to \$4,000 (\$500 increase). Agree to the following language: <i>The District match amounts are spread out evenly over 24 pay periods and will be prorated throughout the school year.</i>

CACS- See payment language below.	Continue the \$250 for teachers above .67 FTE and \$125 for those below .66 FTE and Probationary Teachers.	Continue the \$250 for teachers above .67 FTE and \$125 for those below .66 FTE and Probationary Teachers.
-----------------------------------	--	--

2. Add 1 Professional Development Day (184 work days)- Year 2.
3. Add Preschool Teachers to all parts of regular contract.
4. Add the following to MOU A for High School Counselors only. *Up to an additional 3 days may be requested each year. The High School Principal and Executive Director of HR need to approve the time prior to working the extra days.*
5. Elementary School Psychologists will receive 5 extra days- MOU A.
6. Language Changes to MOU J.
 - a. Remove the following language: *Each site will set the common conference nights (teachers and administration will work together to set the common nights).*
7. Update all MOU's to reflect current dates.
8. Add 'Read Act' MOU to contract.
9. Language Changes.