

September 11, 2025

Administrative Group Agreement for 2025-2027 – Executive Summary

All language remains current except that which is outlined below.

---

**Salary Schedule:**

**Administrator/Supervisor:**

The 2024-2025 salary schedule will be increased by 4% for 2025-2026.

The 2025-2026 salary schedule will be increased by 3% for 2026-2027.

The Administrator/Supervisor salary schedule shall also be compressed for columns LII through LVI for members to advance following two years at each step.

**Confidential:**

The 2024-2025 salary schedule will be increased by 5% for 2025-2026.

The 2025-2026 salary schedule will be increased by 3% for 2026-2027.

---

**Fringe Benefits:**

The insurance cap shall increase by 3% in both years of the agreement:

from \$1815 to \$1869 per month for 2025-2026 and  
from \$1869 to \$1925 per month for 2026-2027.

The Tax-Sheltered Annuity (TSA) contribution shall increase by 4% in both years of the agreement:

from \$500 per month to \$520 per month for 2025-2026 and  
from \$520 to \$541 per month for 2026-2027.

---

**Leaves:**

Personal and Emergency Leave: Personal and Emergency Leave shall be changed from three (3) personal leave days and one (1) emergency leave day to four (4) personal leave days.

Bereavement Leave: Bereavement leave will be added to align with the MREA collective bargaining agreement and OFLA law.

Changes noted for 2025-2026 will be retroactive to July 1, 2025.

Respectfully Submitted by: Tony Mann

