

**Unaffiliated Directors & Managers
Work Agreement Summary
2026-2027**

We are pleased to recommend the following changes to the Unaffiliated Directors & Managers Work Agreement for the 2026-27 school year. Below is a detailed summary of the proposed adjustments to compensation and insurance benefits.

Key Compensation & Benefit Adjustments

- Annual Salary Increases: 3% – 5% aligned with established parameters for other district groups.
- Medical Insurance: 10% increase to the District's contribution.
- Travel Allowance: increase from \$2,500 to \$3,000 annually for the following positions:
 - Activities Director
 - Communications Director
 - Director of Buildings & Grounds
 - Director of Educational Services
 - Director of Nutritional Services
 - Director of Special Education
 - EC Program Manager
 - Special Education Manager
 - Technology Director
- Cell Phone Allowance: increase by \$20 per month.
- 403(b) District Matching: increase from \$3,500 to \$3,700 annually.

Structural Updates

- Salary Ranges: Utilized existing pay grades from an independent consultant review to establish clear minimums and maximums for all job classifications, enhancing transparency within the work agreement

These proposed modifications represent a total cost increase that is within the compensation assumptions included in the District's 2026-27 Original Adopted Budget and remains within the budget parameters previously established by the Board for other employee agreements.