



**Agenda V.B.6.
January 8, 2026**

To: Board of Education
Dr. Latanya Daniels superintendent

From: Stacey Sovine, executive director of administrative services

Date: January 8, 2025

Re: Collective Bargaining Agreement with the Association of Clerical Employees

Recommendation: That the Board of Education approve the proposed revisions and readopt the unchanged language in the 2025-2027 Collective Bargaining Agreement with the Association of Clerical Employees.

District and Union Negotiators representing 49 employees reached a tentative agreement on November 19, 2025. The parties met for two bargaining sessions. During the collective bargaining process, less than 10 language items were on the table for discussion. The union ratified the agreement on December 4, 2025.

The major language items agreed upon in the tentative agreement include:

- Removing dated language
- Added Martin Luther King, Jr. Day to holiday language
- Steps both years

Economic terms agreed to include:

Total

- Increased maximum annual 403(b) contribution to \$2,000 beginning July 1, 2026
- Reworked attendance incentive language
- 2 year estimated increase in cost of \$367,000, which includes improvement on the salary schedule, steps, insurance premium increases and the 403(b) match increase
- MSBA 2-year package increase is 6.55%

Attachment: Copy of tentative agreement