

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde
DATE: January 12, 2026
RE: Centennial Administrative Assistant/Clerical Contract Settlement

The Centennial Administrative Assistant/Clerical Employees 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:

- Steps both years
- Salary Schedule:
 - Year 1: Increase \$1.25/hr- Lead Administrative Assistants
Increase \$.75/hr- Administrative Assistants
Increase \$.50/hr- Clerks
 - Year 2: Increase \$1.25/hr- Lead Administrative Assistants
Increase \$.75/hr- Administrative Assistants
Increase \$.50/hr- Clerks
- Change Longevity Schedule to the following:
 - Year 1:
 - After 5 Years- \$.75
 - After 10 Years- \$1.00
 - After 15 Years- \$1.25
 - After 18 Years- \$2.00
 - After 21 Years- \$3.00
 - After 26 Years- \$3.50
- Life Insurance: Increase to \$40,000 in year 2.
- Health Insurance:
 - Year 1: Increase 2%- Single and 4%- Family effective February 1, 2026
 - Year 2: Increase 2%- Single and 4%- Family effective January 1, 2026
- Language Changes