

CHELSEA SCHOOL DISTRICT / CHELSEA EDUCATION ASSOCIATION

TENTATIVE AGREEMENT

Tuesday, March 3, 2026

Sick Day

\$75 per day of 185

Personal Days

Unused personal days will be paid out to employees at **\$100** per day, per year.

Retirement Incentive

Change from \$500 stipend to **\$1,500** and February notification to **December**.

*“Employees, who provide a written resignation to the District before **December 31**, and at least 150 calendar days prior to the effective date of the resignation, shall receive a **\$1,500 stipend** to be paid on June 23.”*

Calendar Meetings scheduled and mutually agreed upon guidelines established

Schedule B Meetings scheduled and mutually agreed upon guidelines established

Dental/Vision for Year 2

Instead of a reopener, the district commits to forming a collaborative group that includes CEA membership to review Dental/Vision options for the 2027 insurance year.

Change PD - PED Rates

- PED #1 - \$20 ~ Extra Duty without oversight of students
- PED #2 - \$40 ~ Professional Learning
- PED #3 - \$60 ~ Extra duty with oversight of students

Leave Support Bank

Sick Day change

Year 1 - 15

Year 2 - 15

Year 3 + - 15

For the 2026–2027, 2027–2028, and 2028–2029 school years, staff members who have exhausted their sick days and who are approved for FMLA leave may use up to 10 days without those days being deducted from their accumulated sick leave balance. These days are available as a one-time allocation and do not reset or renew each school year.

Funeral Leave Immediate Family Definition

Immediate family is defined to include a parent, guardian, spouse, domestic partner, child, sibling, grandparent, grandchild, parent-in-law, child-in-law, or any corresponding step- or half-family relationship. This definition also includes any individual for whom the employee has primary caregiving responsibility or who resides in the employee's household.

Requests for funeral leave related to individuals not included in this definition may be considered on a case-by-case basis by the Superintendent or their designee.

Personal Day Language

Personal days will not be granted on the day before or following a school holiday, vacation, or other school break, nor on a District Provided Professional Development day, **except in the case of an unexpected emergency or an approved family or life event as outlined below.**

Once every three (3) school years, an employee may request approval to use one (1) personal day on a District Provided Professional Development day or adjacent to a school holiday, vacation, or other school break for a qualifying family or life event.

Such requests must be submitted to the Superintendent and Assistant Superintendent for review and approval and may be approved only to the extent that building staffing levels can be maintained, as determined by the Superintendent and Assistant Superintendent.

Approval of any request, including requests outside of the three (3) year window, shall be at the discretion of the Superintendent, shall not create a precedent, and shall not be construed as a general practice or entitlement.

Personal days will not be granted on scheduled Open House or parent teacher conference days except in the case of an unexpected emergency or with the approval of the Superintendent.

2026-2027 - Year #1

Steps & Lanes

2% ON Scale

\$300 increase in Cash-in-Lieu

Longevity Changes (Years in the District)

- Yr 3-5 Tier 1 \$300
- Yr 6-8 Tier 2 (\$600)
- Yr 9-11 Tier 3 (\$900)
- Yr 12-19 Tier 4 (\$1,200)
- Yr 20-24 Tier 5 (\$1,500)
- Yr 25 + Tier 6 (\$1,800)

2027-2028 - Year #2

Steps & Lanes

2% ON Scale

\$300 increase in Cash-in-Lieu

Longevity Changes (Years in the District)

- Yr 3-5 Tier 1 (\$300)
- Yr 6-8 Tier 2 (\$600)
- Yr 9-11 Tier 3 (\$900)
- Yr 12-19 Tier 4 (\$1,200)
- Yr 20-24 Tier 5 (\$1,500)
- Yr 25 + Tier 6 (\$1,800)

CSD - 2028-2029 - Year #3

Steps & Lanes

2% ON Scale

\$300 increase in Cash-in-Lieu

Longevity Changes (Years in the District)

- Yr 3-5 Tier 1 (\$300)
- Yr 6-8 Tier 2 (\$600)
- Yr 9-11 Tier 3 (\$900)
- Yr 12-19 Tier 4 (\$1,200)
- Yr 20-24 Tier 5 (\$1,500)
- Yr 25 + Tier 6 (\$1,800)

2025-2026 CURRENT				2026-2027 2%			
Step	BA	MA	EdS/PhD	Step	BA	MA	EdS/PhD
Step 1	-	-	-	Step 1	-	-	-
Step 2	\$48,805	\$53,478	\$57,084	Step 2	\$49,781	\$54,548	\$58,226
Step 3	\$51,111	\$56,336	\$60,181	Step 3	\$52,133	\$57,463	\$61,385
Step 4	\$53,420	\$59,191	\$63,279	Step 4	\$54,488	\$60,375	\$64,545
Step 5	\$55,726	\$62,049	\$66,380	Step 5	\$56,841	\$63,290	\$67,708
Step 6	\$58,033	\$64,904	\$69,476	Step 6	\$59,194	\$66,202	\$70,866
Step 7	\$60,341	\$67,760	\$72,576	Step 7	\$61,548	\$69,115	\$74,028
Step 8	\$62,648	\$70,617	\$75,673	Step 8	\$63,901	\$72,029	\$77,186
Step 9	\$64,957	\$73,473	\$78,772	Step 9	\$66,256	\$74,942	\$80,347
Step 10	\$67,263	\$76,330	\$81,869	Step 10	\$68,608	\$77,857	\$83,506
Step 11	\$69,570	\$79,184	\$84,968	Step 11	\$70,961	\$80,768	\$86,667
Step 12	\$71,877	\$82,041	\$88,067	Step 12	\$73,315	\$83,682	\$89,828
Step 13	\$74,185	\$84,898	\$91,165	Step 13	\$75,669	\$86,596	\$92,988
Step 14	\$76,682	\$87,966	\$94,501	Step 14	\$78,216	\$89,725	\$96,391
Step 15	\$78,201	\$89,710	\$96,376	Step 15	\$79,765	\$91,504	\$98,304
Step 16	\$79,750	\$91,488	\$98,288	Step 16	\$81,345	\$93,318	\$100,254

2027-2028 2%				2028-2029 2%			
Step	BA	MA	EdS/PhD	Step	BA	MA	EdS/PhD
Step 1	-	-	-	Step 1	-	-	-
Step 2	\$50,777	\$55,639	\$59,390	Step 2	\$51,792	\$56,751	\$60,578
Step 3	\$53,176	\$58,612	\$62,612	Step 3	\$54,239	\$58,612	\$63,865
Step 4	\$55,578	\$61,582	\$65,835	Step 4	\$56,690	\$62,814	\$67,152
Step 5	\$57,977	\$64,556	\$69,062	Step 5	\$59,137	\$64,556	\$70,443
Step 6	\$60,378	\$67,526	\$72,283	Step 6	\$61,585	\$68,877	\$73,728
Step 7	\$62,779	\$70,498	\$75,508	Step 7	\$64,034	\$71,907	\$77,018
Step 8	\$65,179	\$73,470	\$78,730	Step 8	\$66,483	\$74,939	\$80,305
Step 9	\$67,581	\$76,441	\$81,954	Step 9	\$68,933	\$77,970	\$83,593
Step 10	\$69,980	\$79,414	\$85,177	Step 10	\$71,380	\$81,002	\$86,880
Step 11	\$72,381	\$82,383	\$88,401	Step 11	\$73,828	\$84,031	\$90,169
Step 12	\$74,781	\$85,355	\$91,625	Step 12	\$76,276	\$87,063	\$93,457
Step 13	\$77,182	\$88,328	\$94,848	Step 13	\$78,726	\$90,094	\$96,745
Step 14	\$79,780	\$91,520	\$98,319	Step 14	\$81,376	\$93,350	\$100,285
Step 15	\$81,360	\$93,334	\$100,270	Step 15	\$82,988	\$95,201	\$102,275
Step 16	\$82,972	\$95,184	\$102,259	Step 16	\$84,631	\$97,088	\$104,304

Schedule B

New Schedule B Requests	Recommended Percentage
MS Unified Coordinator	2%
Special Olympics Coordinator	3%
Special Olympics Asst.	1%
Middle School Drama Asst.	1%
Elementary Drama	1.50%
High School Art Club	2%

Current Schedule B Increases	Recommended Increase	New Total Percentage
MS Drama Director	1%	4%
Washington DC Coordinator	1 %	3%
WEB	1%	3%
Link Crew	1.5%	4.5%

Language Additions/revisions:

- Change of language: Change Alt. Styles to CHO Director
- Through the duration of the CBA, both parties agree to collaboratively work on the following Schedule B items:

- Specifically sections B3 and B4—in the upcoming contract cycle, as this work was not completed
- The team would like more time to review current workload and job descriptions in relation to the assigned percentage as a full review. (This would also include consideration of separating required programming from stipend positions as an option.)
- Each Schedule B position and corresponding job description will be reviewed, updated, and reposted every three years. Staff currently holding the position are encouraged and welcome to reapply.
- All B3 Coaching positions are subject to an annual performance review conducted by the Athletic Director at least every third year. Staff will be notified by August 1 if their position is being reviewed.
- Because B-4 positions are cocurricular, all job descriptions will be reviewed and updated, and performance will be evaluated at least every three years. Staff will be notified by August 1 if their position is scheduled for review.

Calendar(s)

2026 through 2029

District Calendars 2026 - 2029