



**Meeting Date:** April 20th, 2026  
**Place on Agenda:** Other Action  
**Topic:** Master Agreement with Medford Education Association  
**Presenter:** Mark Ristau

**Background:** The MEA negotiations team and the Medford School District negotiations team met over the past several months to negotiate the Master Agreement for the licensed staff. Ultimately both sides agreed to mediation. After one mediation session a tentative agreement was made on March 23<sup>rd</sup>, 2026. The contract was ultimately approved by MEA the following week for the school years of 2025-2026 and 2026-2027.

**Major contract language changes:**

1. Added 2.85% to salary in year one
2. Added 3% to salary in year two
3. Sick/Personal Leave will now include daycare closures
4. Sick/Personal Leave will now include attending college graduation.
5. Lifetime Benefit Cap will be more clearly defined in the contract:
  - *Cap for longevity is \$40,000 (increased from \$35,000)*
  - *Cap for 403 benefits is \$35,000*
  - *Retro-pay back to beginning of 2025-2026 contract*
6. Insurance premium increases:
  - *Single \$564.05 to \$605.00*
  - *Family \$1,297.76 to \$1,385*
  - *Retro-pay back to beginning of 2025-2026 contract*

**Other Salary and / Benefit Changes:**

	<u>Total Salaries</u>	<u>Total Package</u>	<u>New Money</u>	<u>% Increase</u>
2025-2026	\$4,730,452	\$6,166,798	\$307,972	5.26%
2026-2027	\$4,922,684	\$6,394,396	\$227,598	3.69%



### Other Extra Curricular Changes / Appendix B:

#### Adjusted

- High Potential Coordinators \$1,000 (x2)
- Spelling Bee Coordinator \$500 (x1)
- Science Fair Coordinator \$600 (x2)
- Event Supervision \$110 (x1)
- School Year Weight Room Supervisor \$1,300 (x2)

#### Removed

- ALICE Coordinator
- Lego League Coordinator
- Jr. High Robotics Coordinator

#### Add

- Summer Weight Room Supervisor A.M \$3,000 (x1 two sections)
- Summer Weight Room Supervisor P.M \$1,200 (x1)
- Summer Open Gym Supervisor \$800 (x1)

### Additional Language

*Quarter Day Sick Leave language will be drafted by members of MEA and the administrative staff. The language will be used during the 2026-2027 school year and reevaluated at the end of the year by administration to determine if it continues. This will be in an MOU.*

*Work From Home agreement for the 2026-2027 school year. This includes working from home on November 26<sup>th</sup> or its replacement and January 19<sup>th</sup> or its replacement. This agreement will be revisited by administration at the end of the year to determine if it continues.*