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**To:** Board of Education  
**From:** Marianne Carlson, Executive Director of Finance  
**Date:** May 11, 2026  
**Re:** 2026-2027 and 2027-2028 Administrator Negotiated Agreement

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The Board of Education and the Administrator's group have negotiated a two-year agreement for the 2026-2027 and 2027-2028 school years. The changes within the agreement are as follows:

- Total package increase of 3.81% for the 2026-2027 year and 3.00% for the 2027-2028 year. The total package increase for the 2026-2027 year includes the adjustments listed below. The total package increase for the 2026-2027 year, excluding these approved adjustments, is 2.75%.
  - Placement on the Schedule - New administrators with no or limited prior administrative experience may use their years of teaching experience for placement on the salary schedule. Every 4 years of teaching experience (up to 20 years) will be counted as 1 year on the salary schedule. This shall be retroactive for current administrators.
  - Base Salary for the Early Childhood Director has been adjusted to reflect the increased level of responsibility for this position over the years.
- Annual Leave has been increased to 8 days
- Section for Parent Teacher Conferences has been added
- Addition of the Executive Director of Human Resources and the modification of the Executive Director of Curriculum & Instruction's base salary for the 2027-2028 year

**Recommendation:** Motion to approve the proposed terms of the Administrators' Negotiated Agreement as presented for the 2026-2027 and 2027-2028 school years.