

2026 Recommended CBA Format

Article I – Introduction

- A. Parties
- B. Recognition Clause / Composition of Bargaining Unit
- C. Definitions
- D. Contract Interpretation Provisions (optional)
- E. Permissible Provisions (optional)

Article II – Salary / Wages

- A. Salary Range (before increases)
 - Optional Statement Demonstrating Compliance with \$45,000 Minimum Salary Requirement (recommended if salary range before increases is not at \$45,000)
- B. Literacy Endorsement Base Salary Differentiation
- C. Base Salary Increases (Compensation Plan)
 - 1. Increase Eligibility Statement (optional)¹ or Statement of No Increase or Increment, if applicable
 - 2. Factors and Definitions (must include academic needs factor and at least one other factor)
 - 3. Distribution
 - 4. Itemized Compensation Requirements²
 - 5. Other Permissible Salary Items (optional)
- D. Stipends (optional)
- E. New Hire Salaries
- F. Wages
 - 1. Ancillary Duty Pay (optional)
 - 2. Extracurricular or Co-Curricular Activity Pay Schedule

Article III – Wage / Salary-Related Fringe Benefits

- A. Leaves
- B. Insurance
- C. Retirement Benefits
- D. Other Permissible Wage / Salary-Related Fringe Benefits

Article IV – Grievance Procedure (optional)

Article V – CBA Ratification

- A. Contract Term
- B. Public Hearing and Meeting Attestations
 - 1. Public Hearing Date and Electronic Participation Statement
 - 2. Tentative Agreement Meeting Date and Electronic Participation Statement
- C. Dated³ Party Signatures

¹ An increase eligibility statement is no longer required but is permissible. It must not preclude differentiation for teachers who possess a literacy endorsement.

² This is a summary included to clearly demonstrate: total base salary increase available to teachers under the compensation plan, compliance with the 50% limit on education and experience, and compliance with the 10% academic needs requirement.

³ Ratification date must be at least 72 hours after TA meeting.