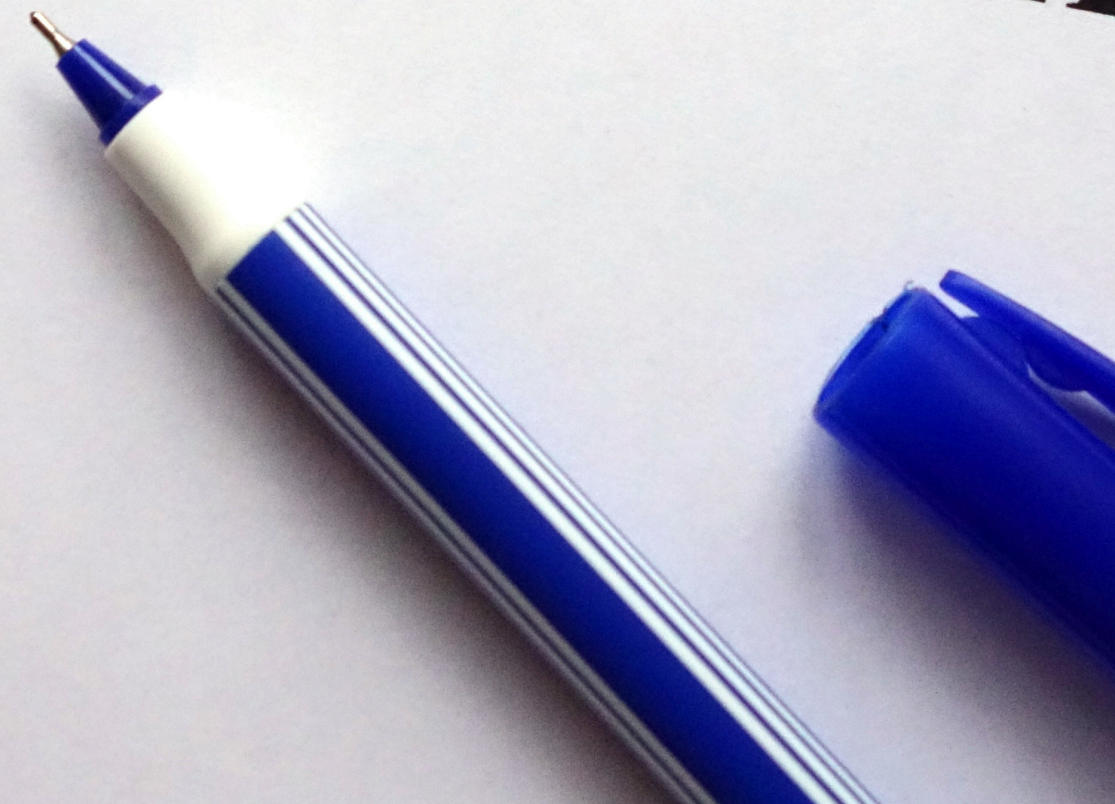




HANDBOOK UPDATES FOR THE 2026-27 SCHOOL YEAR

**EMPLOYER
HANDBOOK**



The Focus of our Updates

- Consistency between employee groups
- Efficiency of work required to implement
- Alignment of handbook provisions to practice
- Clear and understandable language



Housekeeping Updates

- Dates, names, titles, and contacts updated
- Calendar and other reference items updated
- Update policy references and links to ensure functional accuracy
- Update employee group wage schedules to align to Board-approved budget information



Vacation Benefits for July 1 Hires & Beyond

- Staff hired prior to July 1, 2026: Schedules remain the same
- Staff hired on or after July 1, 2026: Same schedule across all employee groups
- This applies to support staff covered in Part II of the Handbook.



Holiday Benefits for July 1 Hires & Beyond

- Staff hired prior to July 1, 2026: Schedules remain the same
- Staff hired on or after July 1, 2026: Same schedule across all employee groups
 - 10 paid for those 230 days/yr or more
 - 6 paid for those 170 days/yr through 229 days/yr
- This applies to support staff covered in Part II of the Handbook



Health and Dental for July 1 Hires & Beyond

- Staff hired prior to July 1, 2026: Schedules and eligibility remain the same
- Staff hired on or after July 1, 2026:
 - Same schedule across all employee groups
 - 85% employer paid health (FT Staff)
 - 85% employer paid dental (FT Staff)
 - Eligibility for benefits begins at 30 hrs/wk
- This applies to all employee groups within the district



Teacher Retirement Housekeeping

- Remove language regarding 10 years of service
 - Now more than 15 years since 2011 change
- Add language to clearly define a retiree as those notifying the district on or before December 1
 - Updated language in 2011 didn't include this clarification



Administrator Retirement Change

- Staff hired prior to July 1, 2026: Schedules and eligibility remain the same
- Staff hired on or after July 1, 2026:
 - Post retirement benefit (health and dental) will change from defined benefit of insurance premiums to defined contribution that retirees can use to purchase insurance





THANK YOU!

**EMPLOYER
HANDBOOK**

