

**DSD and DESP Summary of Negotiations 2026**

- **Base Cost of Living Adjustment (COLA) of 1.60%. In addition, the teams agreed that the optional professional development day previously offered to support professionals will be eliminated in exchange for an additional .25% COLA. This brings the COLA adjustment to the support table to 1.85%.**
- **One-time Stipend of 1% to all employees to be paid on the November 2026 payroll.**
- **Increase in vacation after provisional status – see attached language**
- **Footwear (Boot) allowance increases from \$100 to \$150.00.**
- **Mechanical stipend for tools increases from \$1,500 to \$1,800.**
- **Bus driver pay for field trips will be paid at the bus driver’s contract rate.**
- **Health insurance increase of 5.94%. District and employees will cover same percentage as prior year.**
- **District will continue to increase collaboration with principals for facility managers and custodial interns.**
- **As a pilot, the maintenance department will implement a job progression model for FY27.**
- **See attached language changes for the negotiated agreement**
- **Letter of Intent**
  - Cell phone use waiver/reimbursement
  - The transportation working group will continue examining options for driver’s routes and pay.

Davis School District Board President:

\_\_\_\_\_ Date: \_\_\_\_\_

Davis Education Support Professionals (DESP) President:

\_\_\_\_\_ Date: \_\_\_\_\_