

**CLEAR LAKE COMMUNITY SCHOOL DISTRICT
CLEAR LAKE EDUCATION ASSOCIATION
TENTATIVE AGREEMENT FOR
MASTER CONTRACT FOR THE PERIOD OF JULY 1, 2026 – JUNE 30, 2027**

Dated March 27, 2026

I. Base Wages

- All employees will receive a \$1,700 salary increase per FTE.
- The base wage will increase \$200 for BA+15 and BA+30 lanes.
- The PhD Lane will now read “MA+45/PhD”.
- Employees with 15 or more years experience in the district will receive a longevity add-on of \$500 in addition to the \$1,700 wage increase for a total 2026-2027 wage increase of \$2,200.
- The extracurricular base will be increased by \$400.

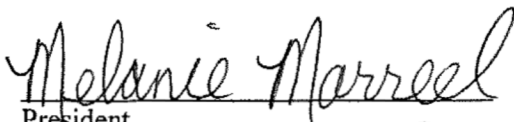
II. Duration

- This agreement will be effective July 1, 2026, through June 30, 2028, with a reopener for wages only in 2027-2028.

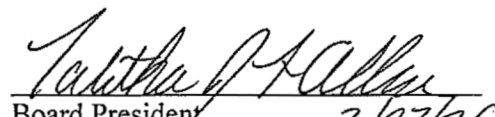
III. Additional Note:

- The district will continue to pay \$900/month toward a health insurance plan of the employees choosing offered by the district.

Clear Lake Education Association


President
3-27-26

Clear Lake Community School District


Board President
3/27/26