



COLLECTIVE BARGAINING AGREEMENT

Effective July 1, 2026 through June 30, 2027

Between

**THE BOARD OF DIRECTORS OF
THE UNITED COMMUNITY SCHOOL DISTRICT**

AND

UNIFAC EDUCATION ASSOCIATION

B. Salary Schedule

Employees will be placed on the salary schedule according to their actual years of service in a PK-12 public school district.

UNITED COMMUNITY SCHOOL DISTRICT							
COMBINED SALARY SCHEDULE							
2026-27							
36,000 (District Schedule A)				14,000 (TSS)			
STEP	BA/BSN	BA+15	BA+30	MA	MA+15	MA+30	STEP
1	50,000	51,000	52,000	53,000	54,000	55,000	1
2	51,000	52,000	53,000	54,000	55,000	56,000	2
3	52,000	53,000	54,000	55,000	56,000	57,000	3
4	53,000	54,000	55,000	56,000	57,000	58,000	4
5	54,000	55,000	56,000	57,000	58,000	59,000	5
6	55,000	56,000	57,000	58,000	59,000	60,000	6
7	56,000	57,000	58,000	59,000	60,000	61,000	7
8	57,000	58,000	59,000	60,000	61,000	62,000	8
9	58,000	59,000	60,000	61,000	62,000	63,000	9
10	59,000	60,000	61,000	62,000	63,000	64,000	10
11	60,000	61,000	62,000	63,000	64,000	65,000	11
12	61,000	62,000	63,000	64,000	65,000	66,000	12
13	62,000	63,000	64,000	65,000	66,000	67,000	13
14	63,000	64,000	65,000	66,000	67,000	68,000	14

C. Method of Payment

Employees will be paid in twelve (12) equal installments on the 14th day of each month, except as otherwise provided in this Agreement. If the 14th day falls on Saturday, Sunday or a holiday, the payday will be on the last previous working day.

ARTICLE IV - FINALITY AND EFFECT OF AGREEMENT

This Agreement supersedes and cancels all previous agreements and practices between the Employer and the Association or any employee(s), and constitutes the complete and final agreement between the parties regarding base wages and concludes collective bargaining for its term.

During the life of the Agreement, neither the Employer nor the Association will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set in this Agreement.

ARTICLE V - COMPLIANCE CLAUSES AND DURATION

A. Compliance Between Individual Contracts and Comprehensive Agreement.

When the terms of this Collective Bargaining Agreement conflict with any other agreements between the Board and the employee, the specific terms of this Collective Bargaining Agreement shall prevail.

B. Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be null and void to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.