

Date: April 1, 2026

Tentative Agreement between the Spencer Community School District and the Spencer Education Association for 2026-27.

This agreement shall be effective as of July 1, 2026 and shall remain in effect until June 30, 2028. During the term of this agreement, the only item that will be negotiated is the Base Wage.
Language: All language will be in the form of an employee handbook.

Salary for 2026-27:

Increases as follows:

Base Salaries will not change and are listed below.

Individual Increases of 2.2%

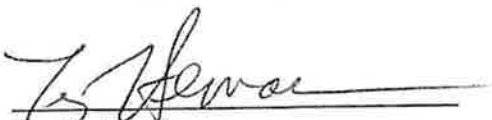
Total Increase of 2.12% for a total of \$226,473.

Lane	BA	BA 15	BA 30	MA	MA 15	MA 30
	\$50,000	\$51,000	\$52,000	\$53,000	\$54,000	\$55,000

Supplemental Pay:
Base Generator- \$44,100

Language Changes:

- 1. Personal Leave Payout:** Certified staff currently receive three (3) personal leave days. Certified staff will receive pay out at the regular teacher substitute pay rate for one (1) unused personal day each year.
- 2. Sick Leave Bank:** The District and SEA will continue to investigate and explore the viability of a sick leave bank. It is suggested that a committee of certified staff and administrators study and develop language for a possible sick leave bank during the 26-27 school year.


For the District


For the SEA