

Brentwood School Board & Brentwood Teachers' Association

Collective Bargaining Agreement Negotiations Summary

December 2025

FINANCIAL IMPACT

Total year over year fiscal impact

Year	Increase over Previous Year
2026-2027	\$198,259.97
2027-2028	\$174,463.75
2028-2029	\$144,077.04
2029-2030	\$145,767.28

Wage Increases

Year	% Increase
2026-2027	3.25%
2027-2028	3.5%
2028-2029	3.5%
2029-2030	3.25%

Certificate of Advanced Graduate Studies/Certificate of Advanced Studies (CAGS/CAS), Masters +45

- An employee who has two master's degrees, a CAGS/CAS, or National Board Certification will receive a once-a-year stipend for \$1,500.

OTHER EDITS

1. Included a definitions section to ensure consistency in understanding of terms.
2. Revised the recognition clause to ensure clarity for what positions are included in the collective bargaining agreement.
3. Moved the negotiations notification deadline from October to August to ensure more timely notification of the desire to negotiate.
4. Revised the grievance article to extend some deadlines and provide clarity.
5. Revised the parenting leave section to ensure clarity for use of leave during FMLA and paid/unpaid time.
6. Revised bereavement leave to cover the loss of a loved one instead of specific relatives.
7. Removed old insurance contribution percentages and made an adjustment to the HRA annual award due to HealthTrust's new rule only allowing the district to contribute half of the required deductible.
8. Aligned summer work compensation to other committee work outside of the regular school hours.
9. Increase personal days from three (3) days to four (4) days.
10. Clarified when and how course reimbursements can be made.
11. Change the retirement payout to remove the stipend of \$450 per year of service and an award in the sum of 10% of the average of the employees three highest years' salary to 60% of their remaining sick leave up to 115 days.
12. Clarified when an employee could rescind their retirement notification (emergency only).
13. Added language in the reduction in force article to add in and clarify recall situations.
14. Clarified the personnel file article to ensure employees know they can access their file and when the District is required to share their file without their approval (i.e. court order).
15. Added a section to the retirement benefit regarding an employee who suffers a catastrophic illness during the last year and a half of service to freeze their sick time with Board approval.
16. Made other non-substantive and/or technical corrections.