Counter Proposal
from
Moreland School District
September 16, 2026
10:30 am

MORELAND TEACHERS ASSOCIATION
and
MORELAND SCHOOL DISTRICT

September 16, 2026

This is a Tentative Agreement ("Agreement") between Moreland School District ("District") and the Moreland Teachers Association ("MTA"), together referred to in this Agreement as "the Parties," regarding reopener negotiations for the 2026-2027 school year.

The Parties wish to enter into this Tentative Agreement to memorialize the Parties' agreements regarding the full completion of and implementation of 2026-2027 school year negotiations.

Agreement

1. **Article 2: Term of Agreement**

Effective July 1, 2026, the Parties agree to the following revisions to Article 2, Section 2.1 and no changes to Section 2.2:

2.1 **Three Year Term**
This Agreement shall be effective on July 1, 2025, and it shall remain in effect up to and including June 30, 2028. For the ~~2026-2027 and~~ 2027-2028 school year, the Parties agree to reopen negotiations regarding total compensation.

2. **Article 17: Compensation**

Effective July 1, 2026, the Parties agree to the following new Section 17.1.1 for the 2026-2027 school year and to renumber Article 17 accordingly:

17.1 **Salary Schedule Increases**

New: 17.1.1 2026-2027 School Year

a. Effective July 1, 2026, two and five-tenths percent (2.5%) shall be added to all 2025-2026 MTA certificated salary schedules.

b. 2027 Health and Welfare Benefits Offset-One Time Off Schedule.

Each MTA unit member shall receive One Thousand Dollars ($1,000) as a one-time, off-of-the-schedule payment for each 1.0 Full Time Equivalent (FTE) unit member that will be issued to offset the employee portion of health and welfare benefit premium costs during the 2027 health and welfare benefit plan year. This Health and Welfare Benefit one-time allocation for the 2027 plan year shall be issued by the District, less mandatory statutory taxes, retirement, and benefit withholdings, to each bargaining unit as a lump sum payment This one-time off of the schedule payment shall be prorated for less than full time unit members.

MTA unit members who are in paid status on the date of ratification of this Agreement by both parties are eligible for this one-time, off-of-the-schedule Health and Welfare Benefit one-time allocation.

MTA unit members, who are not in paid status on the date of ratification of this Agreement by both parties, are not eligible for this Health and Welfare Benefit one-time allocation.

3. **Article 18 Health and Welfare Benefits**

The Parties agree to add the following new sections to Article 18:

18.1.3.3 Effective January 1, 2027, for medical benefit plan year, the following amounts shall be added to District Supplemental Benefit Contributions for Unit Members' Medical Premiums:

- **Single $925**
- **2-party $5,745**
- **Family $8,168**

18.1.3.4 Effective January 1, 2027, based on the above section 18.1.3.3 increases, the District's maximum annual contribution toward medical benefits shall be as follows:

- **Single $12,400**
- **2-party $24,800**

- **Family $32,240**

4. **Entire Agreement**

This Tentative Agreement constitutes the entire agreement between MTA and the District regarding the 2026-2027 school year. No other promises, agreements, or statements between MTA and the District shall be binding unless made in writing and signed and ratified by all Parties hereto.

For Moreland Teachers Association	For Moreland School District
_____	_____
_____	_____
Dated: _____	Dated: _____