

MODESTO CITY SCHOOLS

2025-2026 Bargaining Side-by-Side

September 10, 2026

Article	DISTRICT POSITION	MTA POSITION
Article IX Salary 2025-26	2.5% ongoing salary schedule increase, retroactive.	3.0% ongoing salary schedule increase, retroactive to July 1, 2025.
Article IX Salary 2026-27	2.5% ongoing salary schedule increase, plus a 2% one-time payment for 2026-27.	4.5% ongoing salary schedule increase.
Article X Health Benefits Employee Only	Fixed-dollar District contribution: \$1,121 for 2025-26, increasing to \$1,233 for 2026-27. Employee absorbs premium increases above the contribution.	District contribution equal to 100% of the lowest-cost plan for 2025-26, increasing to 125% for 2026-27. Employee-only contribution would not fall below \$1,050.
Article X Health Benefits Employee +1	Fixed-dollar District contribution: \$1,261 for 2025-26, increasing to \$1,387 for 2026-27. Employee absorbs premium increases above the contribution.	District contribution equal to 125% of the lowest-cost plan for 2025-26, increasing to 150% for 2026-27.
Article X Health Benefits Family	Fixed-dollar District contribution: \$1,401 for 2025-26, increasing to \$1,541 for 2026-27. Employee absorbs premium increases above the contribution.	District contribution equal to 175% of the lowest-cost plan for 2025-26, increasing to 200% for 2026-27. MTA states increases would track actual CalPERS premium changes.
Article X Health Benefits Future Model	District proposes that health benefit increases be subject to negotiations through reopeners. District proposes to establish an advisory committee to analyze MTA proposal impacts and effects.	District's contribution automatically covers the cost of the lowest-cost plan, with corresponding increases for Employee +1 and Family, without having to negotiate. No fiscal protection for the district from fluctuating costs.
New Article: Article XXV Special Education SPED Stipend 2025-26	\$1,500 for specified special education educators.	\$2,500. Includes School Nurses in the Special Education stipend
New Article: Article XXV Special Education SPED Stipend 2026-27	\$3,000 for specified special education educators.	\$3,500 Includes School Nurses in the Special Education stipend

New Article: Article XXV Special Education	Mild/Moderate Education Specialist will only exceed 28 students with the agreement of the Ed Specialist and the SELPA administration, and all students above 28 will be compensated at \$15 per day. Beginning in 2026-27, SLPs, School Nurses, and Inclusion Specialists will have a 190-day calendar work year and receive year-for-year credit upon hire. All groups start at no less than step three (3) on the salary schedule. Would require creation of a new salary schedule. Members in these positions hired after July 1, 2023, will have their step and column reevaluated for additional consideration for salary step placement. Conditions for prep time restoration for self-contained Special Education teachers – when loss of prep is due to a situation defined as a behavioral emergency or student safety concern requiring teacher presence Provision of two (2) release days per school year to assist with IEP responsibilities for Special Educators listed as teachers of record and elementary Education Specialists; an additional one (1) release day will be provided upon completion of each five (5) initial IEPs completed IEPs continuing beyond an eight (8) hour workday will be paid at \$80 per hour Speech Language Pathologist (SLP) Support – SLPs working .80 FTE or more shall receive one (1) day per week of SLPA support Low Incidence Itinerant Workload Weighting Formula and Accounting (DHH Itinerant, OI Itinerant, VI/OM Itinerant)–	Increase overage amount when caseload maximum is exceeded from \$15 per student per day to \$17 per student per day Overages based on classroom student enrollment Adjustments to caseload maximums must be made by the end of the third week of school Beginning in 2026-27, newly hired SLPs, School Nurses and Inclusion Specialists to receive year-for-year credit for prior qualifying service for initial salary placement Conditions for prep time restoration for self-contained Special Education teachers – when loss of prep is due to a behavioral emergency, student safety concern, required teacher presence, lack of available coverage, or other circumstance beyond the teacher's control Provision of three (3) release days per school year to assist with IEP responsibilities for Special Education teachers of record and elementary Resource Specialists; an additional one (1) release day will be provided upon completion of each five (5) initial IEPs completed IEP meetings that occur outside the school day beyond one (1) hour past the school dismissal time will be paid at \$70 per hour The District shall provide sub coverage to all elementary sites (inclusive of Tuolumne TK-8) for IEP meeting days based on each site's individual need Speech Language Pathologist
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Article IV Hours of Employment	Elementary Instructional Day Pilot Program for the 26-27 school year at 2 school sites, with collaborative scheduling features and parameters. This would include options for VAPA/PE teachers. Provide PLC Collaboration – extend collaboration as currently exists via early release TK-12, through the 2026-27 school year Collaboration for Special Education Itinerant Groups, TK-6 Resource Teachers, and Multi-grade SDC Teachers Collaboration process survey Adjunct duty – status quo from prior proposal Adjunct Duty Committee – status quo from prior proposal (delete it) Substitute Daily Rate – status quo from prior proposal Preparation for Preschool Special Day Class Teachers – status quo from prior proposal Mandated Training – status quo from prior proposal	Elementary Instructional Day Pilot Program for the 26-27 school year at 1 school site and maintain CLT/Prep Providers with limited scheduling features/parameters. CBA Revision Committee changes-maintain Collaboration for Special Education Itinerant Groups, TK-6 Resource Teachers, and Multi-grade SDC Teachers-status quo from prior proposal Adjunct duty-status quo from prior proposal PK SDC Prep-status quo from prior proposal Mandated Training-status quo from prior proposal
Article V Leaves	Change from twenty (20) to sixteen (16) the number of days of absence for which proof of illness can be required	Sick days shall not be deducted for bargaining unit member attending child's school-sponsored field trips Sick leave donation – change from thirty (30) to sixty (60) the number of days donated leave may be received and used by a bargaining unit member “Wellness Day” – One (1) paid Wellness Day per school year for each bargaining unit member. This day would not accrue, carry over, cash out, or transfer, and is not creditable for CalSTRS purposes. Members shall submit a request seven (7) calendar days in advance. Must be approved or denied within 48 business hours. Use of Wellness Day cannot be considered in any evaluation, discipline, assignment, or reelection decision.

Article VI Class Size	Class size reduction (grades K-3) conditions for receiving CSR funding per EC 42238.02 – District is required to maintain an average class enrollment of not more than twenty-four (24) students for each school site in grades K-3. District retains the discretion to exceed K-3 class size maximums of 24 if any of the following circumstances necessitate a need for a student to enroll at a site on or after the first student instructional day of the school year: • Student receiving special education services provided at the site • Student residing in the attendance area • Homeless (unhoused) youth/foster move-in • Student transferring under legally required school safety transfer policy/regulation • Change in custody order • Sibling enrollment Language for CSR situation requiring District to provide written notice to the Association and the affected teacher identifying the above-referenced category(ies) for the student's enrollment Teacher subject to CSR overage shall receive overage compensation Increase to class size max for co-teaching inclusion classes (33-35 in grade 7-8 parallel program cohorts; 35-37 in grade 9-12 parallel program cohorts)	Class size reduction (grades K-3) conditions for receiving CSR funding per EC 42238.02 – District is required to maintain an average class enrollment of not more than twenty-four (24) students for each school site in grades K-3. District retains the discretion to exceed K-3 class size maximums of 24 if any of the following circumstances necessitate a need for a student to enroll at a site on or after the first student instructional day of the school year: • A student transferring under a legally required school safety transfer provision • A student whose custody order requires changing enrollment to a different site • A sibling placement only where required by law, Board policy, or an approved transfer decision Language for CSR situation requiring District to provide Association and affected teacher with legal or policy basis for enrollment; and good faith efforts to consider overflow, balancing, staffing or other mitigation options before assigning the student; and expected duration of overage Teacher subject to CSR overage shall receive overage compensation Selection of a teacher to take CSR overage shall be by volunteer; if no volunteers, the principal may assign. Overage for this purpose shall not be assigned to the same teacher in a subsequent year Overage compensation for Prep Providers when class exceeds class size limit (\$3.00 per student) General classroom overage – teacher may limit the number of students they choose to accept above the class size maximum

Article VII Staffing Ratios	The District may reduce Supplemental/Concentration-funded staffing at its discretion if it determines there are insufficient funds. The District shall provide written notice to the Association on or before December 1st of the school year preceding the year in which the impact occurs.	Counseling ratios adjusted from 700:1 to 450:1 per comprehensive school site. College Counselors adjusted from .80 FTE to 1.0 FTE per comprehensive school site. Establish a Continuation School Counselors ratio of 225:1. Tuolumne TK-8: Explore staffing adjustments to support expanded junior high program offerings, where appropriate and feasible.
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