

SDMC/MEA Agreement 2025-26 as of 8/21/25

Category	Decompressed Placement schedule for FY 25/26	Perf Increase	Perf Pay (\$50 E/ \$63HE/ \$50GF)	Retention	Performance Degree	Differentiated/S upplements	Performance Degree Supplements	Paras Increase	Paras Increase to each step	Cost of Increases without Benefits	Cost of Increase with Benefits
Category	0.15%	2.5% (2894)	(\$50 E/GF \$50 \$63HE)	40 at 16; 20 at 25	0.00%	0%	0%	One-Step	Add 0.15 per step		
General Fund Increases	\$ 530,034	\$ 3,938,775	\$ 159,299	\$ 156,000	\$ -	\$ -				\$ 4,784,108	\$ 5,869,144
TOTAL MEA TEACHER	Referendum Supplement 25-26 \$9,537									\$ 4,784,108	\$ 5,869,144

New Teacher Salary 24-25 (no experience)	\$ 49,702
Increase 25-26	\$ -
New Teacher Salary	\$ 49,702
Referendum 2025-26	\$ 9,537
Total New Teacher compensation	\$ 59,239

TOTAL PARAPROFESSIONALS	Referendum Supplement 25-26 \$3,598	\$ 289,755	\$ 157,515	\$ 447,270	\$ 548,711
TOTAL INCREASE IN 2025-26 MEA SALARY COMPENSATION excludes referendum supplement increases					\$ 6,417,855