

# RATIFICATION DOCUMENT

## Between the PCSD 6 Board of Trustees and the Cody Education Association

**The Board of Trustees and representatives of the Cody Education Association, through the Interest-Based Problem-Solving process, have agreed to the following salary and employment benefits for the 2025-2026 school term.**

1. The District will fund the advancement of approved lane changes, will honor the current certified salary schedule, and allow step advancement for 2025-2026.
2. The District will increase the base amount on the certified salary schedule by 1%, raising it from \$50,110 to \$50,610. The increase will be reflected in the steps and lanes of the certified staff salary schedule.
3. The District will increase the step amount on the certified salary schedule by \$125, raising it from \$975 to \$1,100. The increase will be reflected in the steps of the certified staff salary schedule.
4. The District will change Policy GCC as follows:
  - a. The District will grant all eligible certified staff and building administrators an additional option for flex days.
  - b. Staff who complete their fourth (4) year of continuous service in the district may exchange two (2) sick leave days for two (2) flex days. Flex days may only be exchanged with the nine (9) sick leave days granted within the current school year.
  - c. Once requested, flex days must be used in the current school year and are irreversible.
  - d. Prior to requesting flex days, all personal leave days must be used.
  - e. Flex days will not be eligible for the personal day buyback.
5. The Board and CEA agree to continue to include the cost of certified staff step and lane advancement as foundational elements in the PCSD 6 preliminary budget process.
6. The Board and CEA agree to continue the 3X3 process in 2025-2026.

For the Cody Education Association

For the Board of Trustees

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Elizabeth Hanson

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Brandi Nelson

Date \_\_\_\_\_

Date \_\_\_\_\_