



Public Posting

Summit Hill Council, AFT Local 604, AFL-CIO

October 5, 2026

Introduction:

The members of the Summit Hill Council of AFT Local 604 are fighting for a fair contract that keeps up with the cost of living, maintains single and family insurance benefits and provides elementary teachers with the opportunity to meet in Professional Learning Communities (PLCs) as upper grade teachers currently do, bringing the benefits to student outcomes seen in the upper grades to all of the district's students.

Bargaining History:

The parties began bargaining on March 4, 2026 and reached multiple tentative agreements on language issues, but remained far apart on salary, health insurance and the union's proposal to implement Professional Learning Communities (PLCs) in the elementary grades. On May 5, 2026, the parties agreed to enter mediation with a Commissioner from the Federal Mediation and Conciliation Service (FMCS). Mediation commenced on May 19, 2026. The parties met two more times and on July 14, 2026 reached a tentative agreement that the union team agreed to share with members for ratification. On August 21, 2026, union members rejected the proposed agreement with 84% voting "NO." The parties resumed mediation on September 11 and September 25, 2026. The union team brought proposals for salary, insurance and PLCs, but the board team refused to move from the tentative agreement.



Union's Most Recent Union Offer:

The Summit Hill Council's current positions on the core issues are:

1. Salary

2026-27	4.25%
2027-28	4.5%
2028-29	4.75%
2029-30	4.5%

2. Health Insurance

Teachers who elect family insurance rely on the district's Family Insurance Pool to help with their premium cost. Last year, the district's contribution to family insurance covered around 40% of the premium. The union proposes maintaining that level for the coming year, which requires a \$100,000 increase to the pool. For the remaining three years of the agreement, the union proposes a \$20,000 annual increase to the pool.

3. Professional Learning Communities

The union proposes bringing PLCs to the elementary grades (K-4) to match the current structure in the upper grades (5-8).

4. Extra Curriculars

The union is willing to maintain stipend amounts for the 1st and 2nd years of the contract. In years 3 and 4, the union proposes increases based on the Consumer Price Index (CPI). The union also proposes additional, minor adjustments to the stipend schedule to take effect in the first year of the contract.



Union Proposal Cost Summary:

1. Salary: the cost of bargaining unit salaries for 2025-26 was \$19,792,435. This total does not include those receiving the retirement incentive, a matter on which the parties are in agreement. The annual costs of salary increases under the union's proposal are:

2026-27	\$841,178
2027-28	\$928,513
2028-29	\$1,024,201
2029-30	\$1,016,385

2. Health Insurance: the parties are in agreement to maintain the current 90% board contribution toward the cost of the single coverage premium. The union proposes the following increases to the board's contribution to the family insurance pool:

2026-27	\$100,000
2027-28	\$20,000
2028-29	\$20,000
2029-30	\$20,000