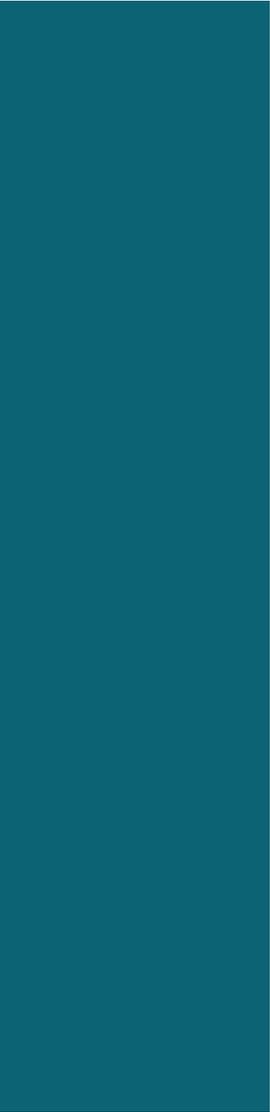


PCPO Contract Support Meeting

January 15, 2026



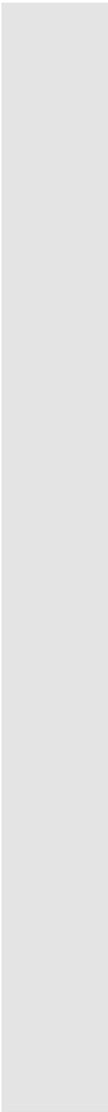


Welcome!

We'll get started in just a moment.

Please change your name to say the position you hold at your school, followed by your name

- *example: Teacher, Bob Saget*



Announcements



Family Ed Workshop

*The Opposite of Worry: Helping Our Children
(and Ourselves) with worries, anxieties, and fears.*

Speaker: Dr. Larry Cohen

Date: February 24th, 7pm

*For schools who have already purchased an
Education Package, registration info will be
emailed to Reps and Teachers 3 weeks before
the event.*

*If you would like to purchase this workshop
for your families, you can do so for \$80.*

[Register Here](#)





Teacher Education Workshop

Practicing Inclusive Community Through Play

Speaker: Cait Coss, Co-op Teacher

Date: Tuesday, January 27th, 7:00pm

Info:

How do we help our littles navigate their personal boundaries and preferences within a learning community? In this workshop we will explore how to model and inspire strong learning communities through inclusionary language, community agreements, and conflict resolution skills.



Teacher Education Registration

If your school has *not purchased* an education package, your teachers can sign up for the workshop as a single event for \$25.

[Register Here](#)

If your school has purchased an education package, teachers have already been sent the registration link.

Accident Insurance Update

The accident policy number stayed the same this year, so there is no need to replace your materials.

Please ensure you have 2 or 3 yellow pockets at your school with a yellow insert.

Failure to have the correct insurance materials can lead to delay and complications with the insurance claim process.



Your Cooperative Teacher: a unique role

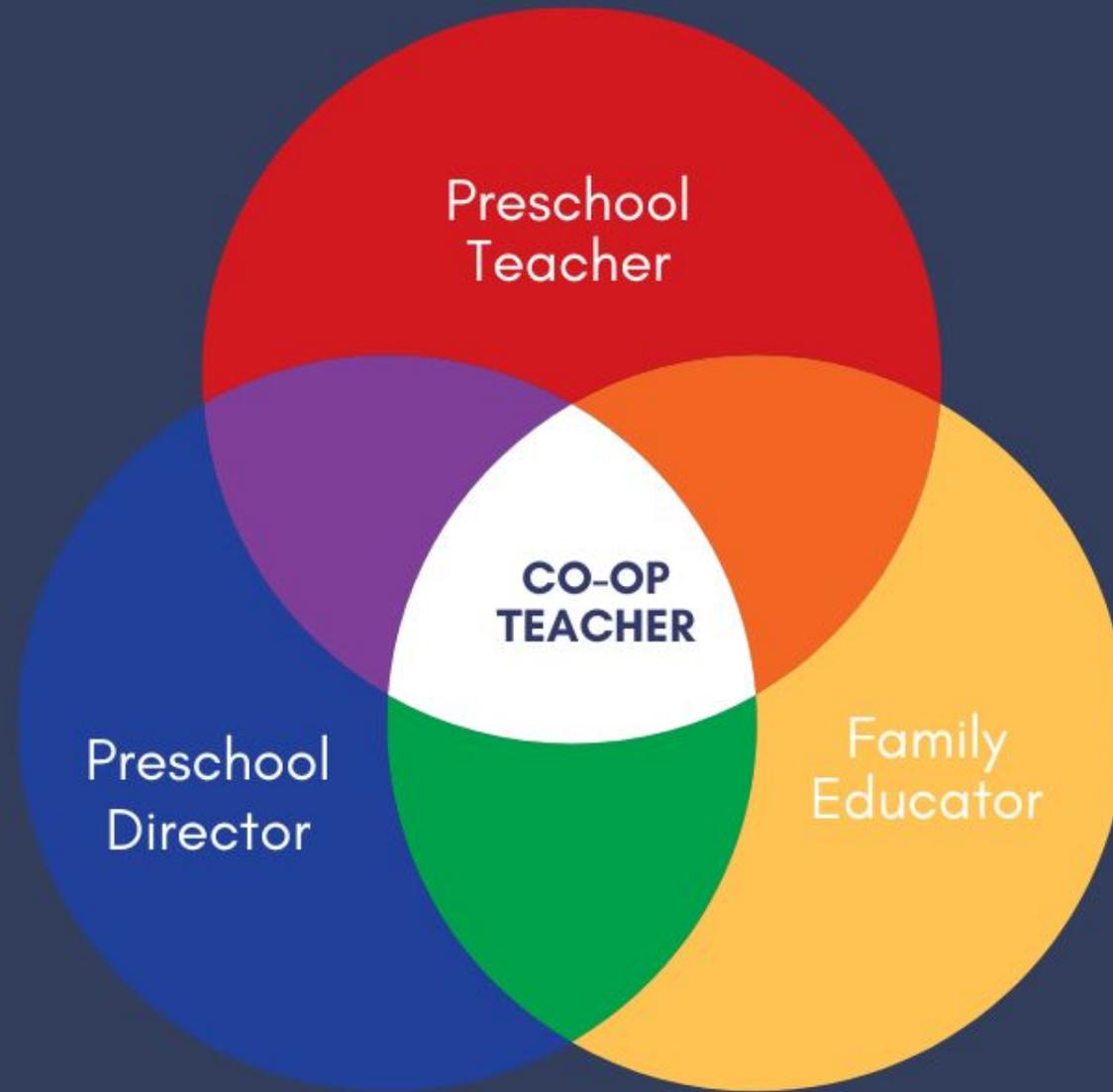


Group Discussion

- What is a meaningful thing a cooperative teacher (or parent!) provides in the classroom?
- What is something meaningful your teachers (or parent) provides *outside* the classroom?
- Besides teaching, what important roles does your teacher(s) fill in your school?

Co-op Teachers are Amazing!

A typical PCPO teacher's duties extend far beyond classroom instruction! Our teachers function as education directors, family educators, and community organizers. They pass down historical administrative and cultural knowledge from year to year. PCPO values the unique rewards and challenges inherent to the career of a co-op teacher!



PCPO Resources

“The Cooperative Preschool Teacher”

Resource for both board and teachers! Explores the unique role of the cooperation preschool teacher, what should be expected of the membership, board, and teacher team, more negotiations tips, and a sample self-assessment form.

“The Seven Wonders of a Healthy President-Teacher Relationship”

Great tips on how to foster a cooperative and production relationship with your teacher!

Teacher Contract Negotiations



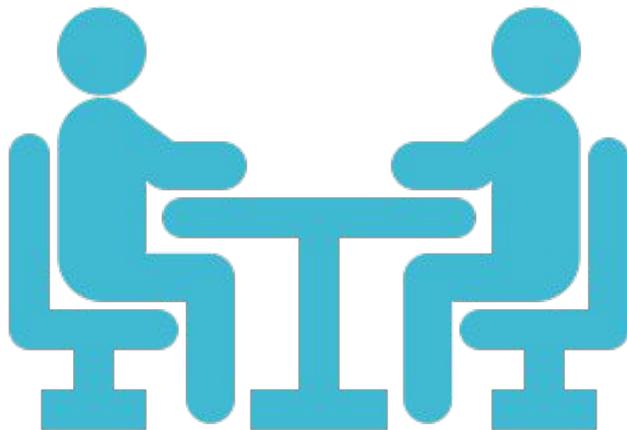
PCPO's Contract Support Goals

Our mission is to provide support and resources to cooperative preschools, including their boards and teachers.

PCPO recognizes preschool teachers as professional educators and advocates for fair and professional compensation.

PCPO recognizes preschool boards are rotating volunteers and strives to provide tools and resources to facilitate successful, cooperative negotiations.

- Contract negotiations are **conversations** between the teacher and a select committee of school members. The goal of these conversations is to reestablish agreed upon responsibilities and compensation for your school's greatest asset - your teacher!
- As cooperative organizations, we value the process of **consensus decision making**, and encourage schools to adopt this approach in their contract negotiation processes.
- Some negotiations will be quick, others will need more time and conversation. Remember! Everyone comes to the table with the best interests of the school and teacher at heart.





PCPO contract support documents contain **goals, guidelines, and recommendations**



Compensation and benefits provided will vary between schools!

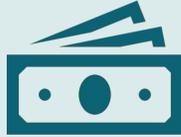
Each co-op school is different!



PLEASE REMEMBER! The numbers presented in this report are PCPO's recommended minimums. They are not absolutes or requirements!

PCPO Contract Support Materials

General Recommendations



Pay teachers an annual salary (vs hourly)



Schools should have a
stated timeline for
contract negotiations

Starting now!



Compensation should *not* be based on
enrollment numbers

General Recommendations (cont.)



Personnel file for all employees.

Personnel files are confidential!



Long Range Plan

If your school is paying significantly below PCPO recommendations, consider a long-term plan to raise salary.

Plans can be written into the contract to inform future negotiations.



Bonuses

PCPO does not recommend anticipated bonuses that are written into the teacher's contract.

In addition to clearly listing salary, responsibilities, and other benefits, your contract might include:

- Who will negotiate the next contract
 - Conflict resolution procedure

Contract Committee

- Who is on your committee?
 - Your school's by-laws or handbook may have details as to who is on the committee.
- PCPO Recommends a three-person committee
 - Commonly President, Treasurer, and Teacher Liaison.
 - 'Teacher Liaison' is a mutually agreed upon third member of the committee, recommended by the teacher. Can be anyone from current membership or alumni.
 - Everyone on the team must be knowledgeable about the financial situation of the school.
- Teacher is often advisor to the committee for 'things' like process and job responsibilities.
- Committee reaches agreement with teacher. Executive board votes to approve.

Timeline

- Establish a timeline!
 - Helps keep everyone on track
 - Lets the employee know what to expect and when
- Do your homework!
 - All parties should come prepared to the negotiation table!
 - Prior to meeting with teacher, the committee should discuss ranges of compensation increase and know how they might affect the budget.
 - Establish a range of what can be agreed to on the spot, and what might warrant further discussion in committee.
 - The more prepared you are, the smoother the process will go!
- Contracts must be finished before your budget can be finalized
 - *You cannot set a budget before salary is established*

What goes in a contract?



A contract should clearly outline



Responsibilities



Expectations



Compensation

Contract Contents

Teacher Responsibilities

- Days worked per week, start/end dates
- Arrival and/or departure time
- Trainings, general and board meetings, parent education, parent conferences

Contract Contents

Expectations of Teacher

- Pediatric CPR/First Aid Certification
- Parent Conferences
- Professional Development
- Attendance at Board Meetings
- Communication – from and to Board

Contract Contents

Compensation

- Salary
 - How much?
 - When (and how) paid?
- Reimbursements
- Contingencies
- Special and/or additional circumstances
- Benefits

Contract Contents

Additional Considerations

Many schools offer benefits in addition to an annual salary, including:

- Continuing Education Funds
- Professional Membership Dues
- Leave Policy

Leave Policy

- Schools and teachers should consider a **leave policy**, covering **medical**, **personal**, and **professional** leaves
- PCPO schools approach leave policy in various ways:
 - Some provide long-term leave policy for personal or family emergencies.
 - Some schools allow sick/personal leave time to roll-over/accumulate year to year.
 - Other schools pay out unused leave at end of year or let it expire if unused.

Both Oregon and Washington have state mandated sick leave policies. See the PCPO Teacher Contract, Salaries, and Benefits packet for more information.

Benefits

Benefits vary a lot between schools. **Not all schools are able to provide the same benefits.** Some benefits reported by PCPO teachers include:

- Professional Membership Dues
 - ORAEYC / WAEYC
 - NAEYC
 - Other
- Wellness Support
- Flexible spending account
- Retirement plan/SIMPLE IRA
- Childcare
- Mileage Reimbursement (excludes to and from work)

Benefits, including tuition discounts, may be taxable. Refer to the IRS rules on Fringe Benefits for more information.

<https://www.irs.gov/publications/p15b>

2025-26 Teacher Survey Results

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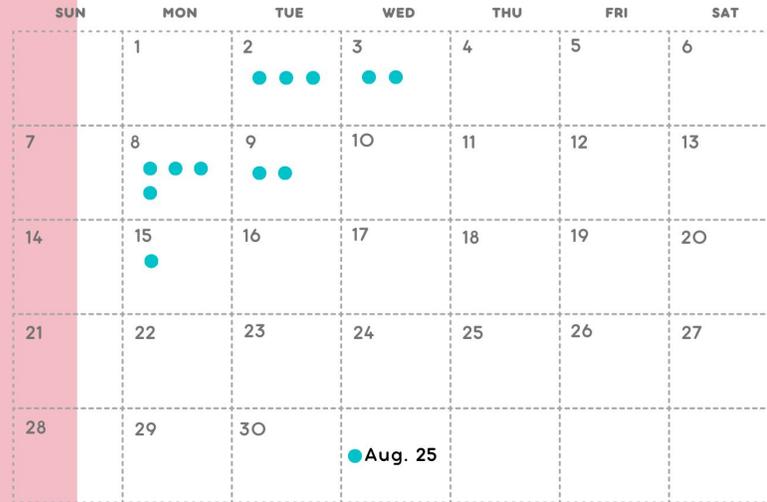
Each year, PCPO surveys all member-school teachers to gather information on current trends in compensation and benefits.

The following survey results are based on 17 teachers and 13 different schools for the 2025-26 contract year. This represents approximately 24% of PCPO member teachers.

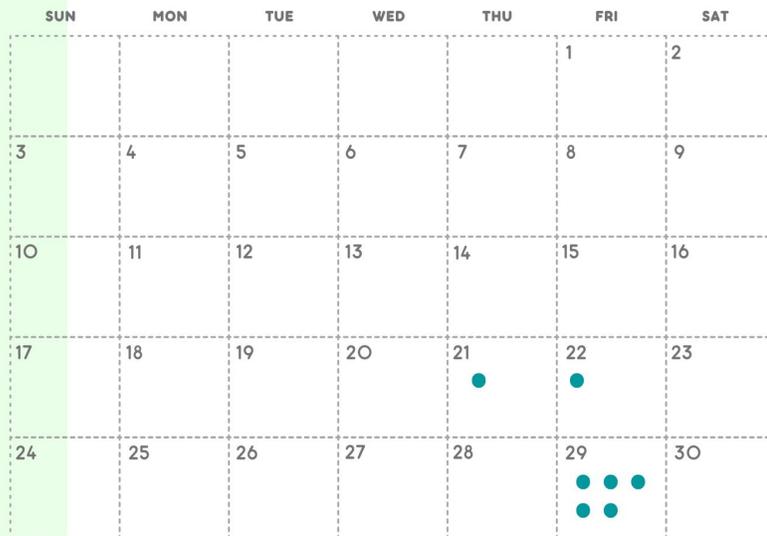
Length of school year varied from 37 to 40 weeks. The average length was 38 weeks.

The majority of schools begin after Labor Day and end after Memorial Day. There is greater variation in the last day of school.

SEPTEMBER 2025



MAY 2026



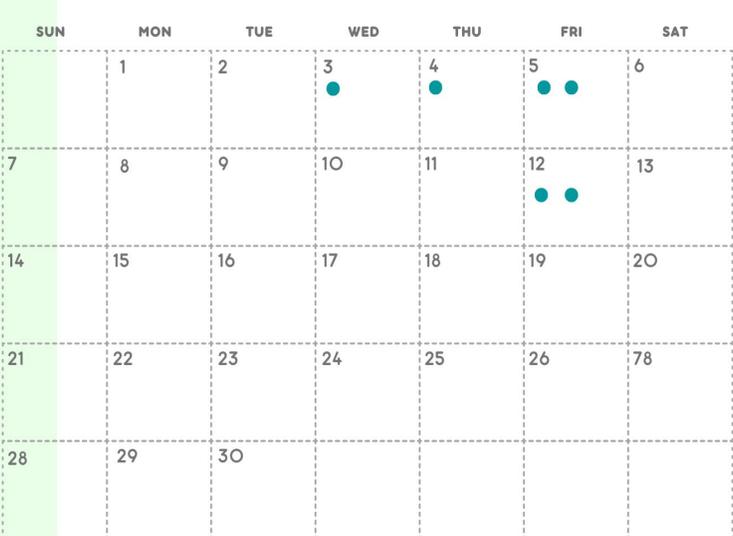
First Day

&

Last Day

does not include school set-up or tear-down

JUNE 2026



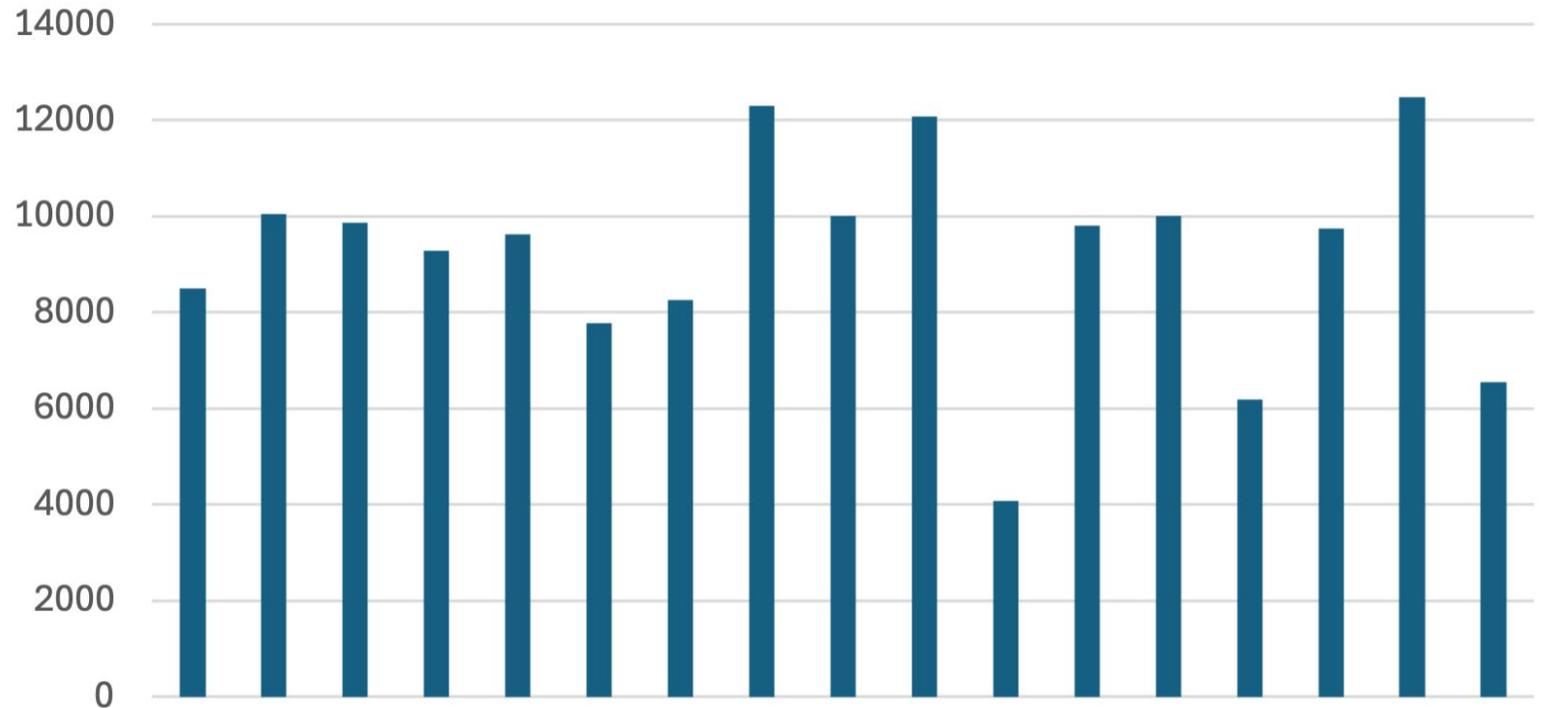


Salary

The average PCPO teacher salary was \$9209/year based on one session/week, with a high of \$12,481 and a low of \$4,075.

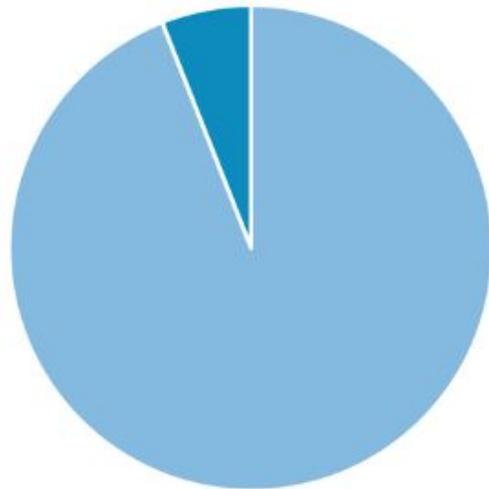
This salary comparison adjusts reported salary to one session/week. It does not adjust for length of school day, merit scale level, or additional duties.

Salary Graph, adjusted for one session per week



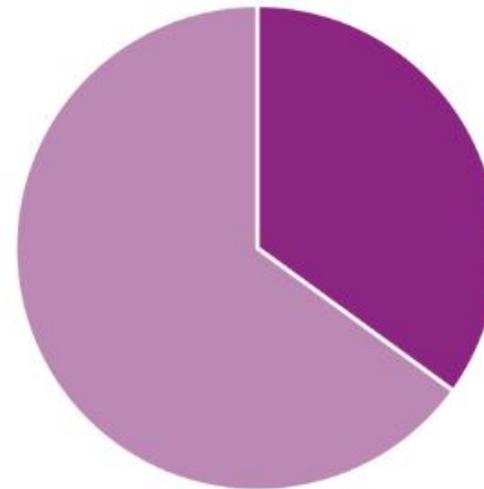
Sick Leave

Sick Leave and PTO



■ Paid Sick Leave/PTO (94%) ■ No Paid Sick Leave/PTO (6%)

Leave Paid Out at End of Year



■ Yes (35%) ■ No (65%)

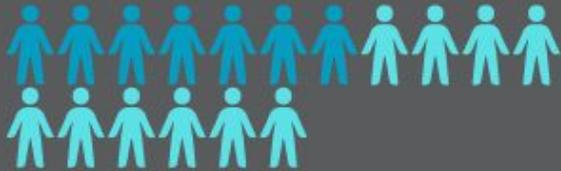
All but one of the responding teachers receive paid sick leave or PTO.

For those with paid leave policies, more than half do not receive a payout at the end of the year for leave that has not been used.

Other Compensation



76% Professional Development



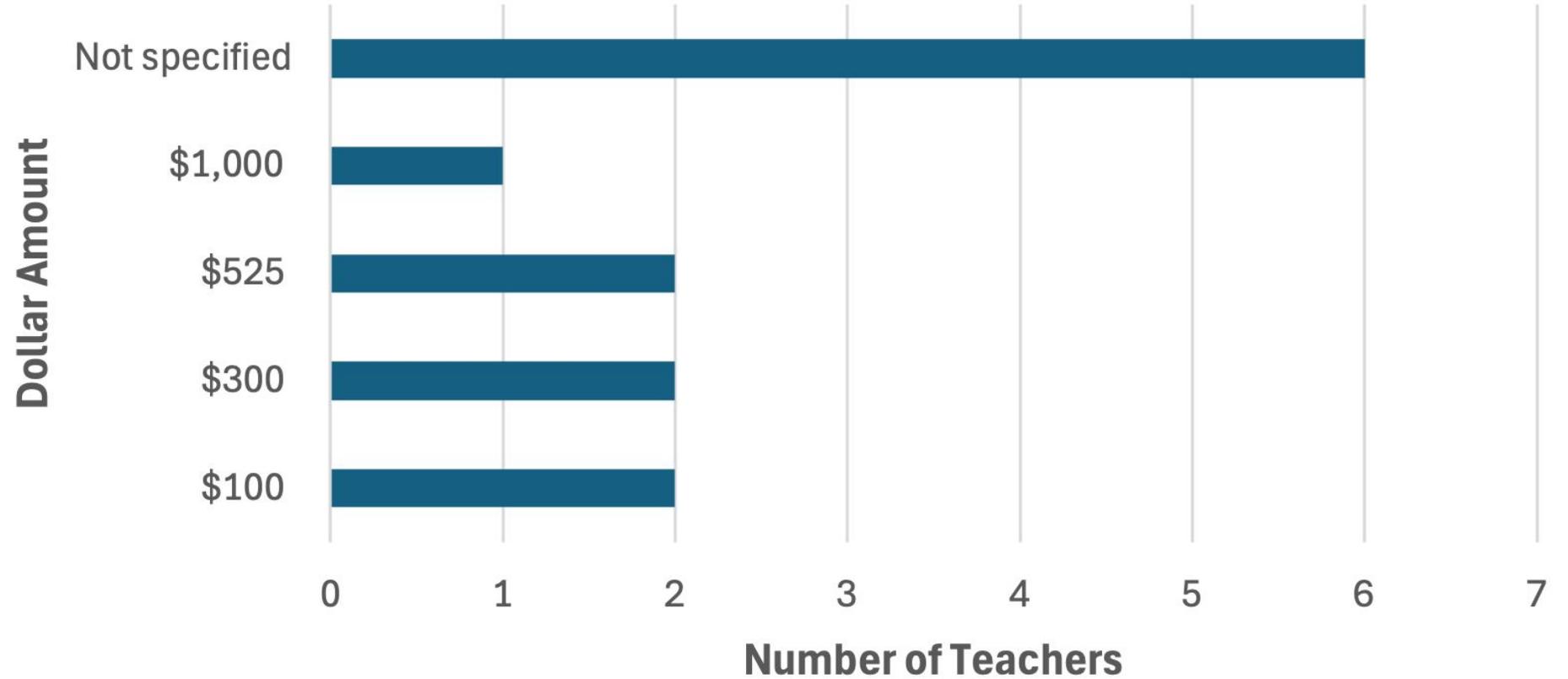
41% Retirement



18% Medical
Insurance

Professional Development funds provided by contract range from \$0 to \$1000.

Amount Reimbursed for Professional Development



2026 PCPO Minimum Salary Recommendations

Link to Packet: [2026 PCPO Teacher Contract, Salary, and Benefits
Recommendations](#)

How to use PCPO's Salary Recommendations

- No two PCPO schools are alike!
- Due to the wide variety of teacher contracted roles and responsibilities, PCPO issues a base rate of recommended salary.
- Schools must adapt PCPO recommendations to fit their teacher's contracted duties using the math equations contained in the salary packet or PCPO's 2026 Minimum Salary Calculator tool.
 - NOTE! The calculator tool **must** be used in conjunction with the information contained in the salary packet. Your teacher's compensation package must be crafted to match the duties assigned in their individual contract.

The Salary Comp Conundrum



The role of the co-op teacher is hard to compare. They often have more administrative duties than a conventional teacher, and more classroom duties than a director with paid support staff. This makes direct salary comparison a challenge! Your school must take your teacher's unique role into consideration when determining compensation packages.

Merit Scale

- Merit levels are based on both experience and education and should be computed **each year by each teacher**.
- The experience portion allows teachers to be adequately compensated for their continued growth and development as an educator, and gives credit for experiences in a co-op beyond the role of teacher. For example being a co-op parent and/or board member.
- The academic portion of the scale also allows teachers to be compensated for professional development or continued education. PCPO Teacher workshops count for these hours along with many other types of continuing education trainings or workshops.
- The total number of points scored on the Merit scale correlates with the Merit Level, which can then be used to find the minimum recommended salary for one session per week.

2026 Minimum Salary Recommendations

MERIT LEVEL	Annual Minimum Salary for <i>One 2.5 hr Session / Week</i>
I	\$3,962
II	\$4,412
III	\$5,242
IV	\$6,026
V	\$6,932
VI	\$7,970
VII	\$9,168
VIII	\$10,544
	Reflects 2.9% cost of living increase from last year.

Salary Calculations

Salary recommendations are based on the assumption that a PCPO teacher typically spends an equal amount of time engaged in school related activities outside of class as they do teaching each session.

These duties can include:

- Curriculum Development
- Planning
- School Events
- Parent communication/Office Hours
- Board and parent meetings

Step Increases

- Recommended minimums listed reflect the increase in cost of living only
- They do not address step increase
- PCPO recommends an annual step increase of at least 2%
- Example: *PCPO would recommend the salary of a teacher who has been at Merit Level III for several years be above the Level III minimum. Annual “step increases” would gradually move the teacher’s salary toward the Merit Level IV compensation.*
- **A small increase each year is much easier to budget for than a 15% increase in one year!**

Teacher Appreciation

There are endless ways to appreciate and support your teacher beyond contracted compensation! Get creative!

- Meal Train during conferences, beginning/end of school
- Beach house!
- A pie a month!
- Morning Coffee Deliveries!
- Personal notes of gratitude

Your school's membership will have different talents and resources to share each year! Have fun with it!

- PCPO's annual contract support packet contains more details than we could include in this presentation!
 - Compliance with federal and state overtime laws
 - Regional rules for sick time (both Washington and Oregon)
 - OregonSaves program
 - Merit Scale worksheet

- Contact us with your questions!

Read your packet!



A good contract is going to be an incredible asset for your school for years to come. The time spent crafting a good contract is going to be so worth it!