

# PK-12 & COMMUNITY COLLEGE

## 2026-27 RECOGNITION & 2025-26 BARGAINING CALENDAR

October 2024						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- October 1-14** Submit 2026-27 recognition request if not already certified; notify OS of Board approval date
- October 15-31** Bargaining teams prepare for 25-26 negotiations
- November 1** Negotiations for the 2025-26 contract year must begin on or before this date
- December 15** **Decision Day:**
  - Negotiations must be completed OR
  - Local association willing to settle with assistance from OS but **without** legal assistance OR
  - Notify OS of likely need to prepare for Resolution Officer; local shares comp study, prevalence table, and bargaining notes with OS
- January 1-26** Association ratification vote/school board approval period; local association & NSEA work to prepare for RO proceeding if no settlement has been reached
- January 27** Initiate certification election proceedings if association not recognized by board for 2026-27
- February 8** Statutory filing date for initiating RO proceedings
- March 25** RO proceedings end
- April 8** RO decision becomes final unless jurisdiction of Commission of Industrial Relations (CIR) is invoked by this date