

PK-12 & COMMUNITY COLLEGE

2027-28 RECOGNITION & 2026-27 BARGAINING CALENDAR

October 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	

November 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						

December 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			

January 2026						
				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 2026						
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 2026						
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 2026						
			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 2027-28 recognition request if not already certified; notify OS of Board approval date
- October 15-31** Bargaining teams prepare for 26-27 negotiations
- November 1** Negotiations for the 2026-27 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 2027-28
- February 8** Statutory filing date for initiating RO proceedings
- March 25** RO proceedings end (Date may vary, contact OS with questions)
- April 8** RO decision becomes final unless jurisdiction of Commission of Industrial Relations (CIR) is invoked by this date (Date may vary, contact OS with questions)