

PK-12 & COMMUNITY COLLEGE

2028-29 RECOGNITION & 2027-28 BARGAINING CALENDAR

October 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

November 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					

December 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		

January 2027						
					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 2027						
	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 2027						
	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 2027						
				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 2028-29 recognition request if not already certified; notify OS of Board approval date

October 15-31 Bargaining teams prepare for 27-28 negotiations

November 1 Negotiations for the 2027-28 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 2028-29

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)