

MASTER CONTRACT

Between

EAST MARSHALL

EDUCATION ASSOCIATION

And

EAST MARSHALL

COMMUNITY SCHOOL DISTRICT

For the

2024-2025 SCHOOL YEAR

NON-DISCRIMINATION

POLICY STATEMENT

East Marshall Community School District does not discriminate based on race, color, creed, religion, national origin, sex, gender identity, age, disability, marital status, sexual orientation, physical attributes, physical or mental ability or disability, ancestry, political party preference, military affiliation, socioeconomic status, or familial status. Inquiries or grievances may be directed to Equity Coordinator, 204 W. Center Street, Gilman, IA, 50106, (641) 498-7481, or the U.S. Equal Employment Opportunities Commission, 500 West Madison Street, Suite 2000, Chicago, IL 60661.

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AGREEMENT

The Board of Directors of East Marshall Community School District (hereinafter referred to as the "Board"), and the East Marshall Education association (hereinafter referred to as "Association"), do hereby agree as follows:

SALARIES

The salaries for employees during the term of this Agreement shall be set forth in Schedule "II" attached hereto and, by this reference thereto, made a part thereof.

The base salaries for nurses during the duration of this agreement shall be set forth in Step 1 of the Nurses Pay Schedule.

LENGTH OF TERM OF AGREEMENT

This Master Agreement is for the 2024-2025 school year.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents and attested by their respective Chief Negotiators.

By: Andrea Robinson
East Marshall Board President

Date: June 12, 2024

By: [Signature]
East Marshall Chief Negotiator

Date: 6/12/2024

By: [Signature]
East Marshall Education Association Chief Negotiator

Date: 6/12/24

By: [Signature]
East Marshall Education Association President

Date: 6/12/24

SCHEDULE II

EAST MARSHALL SCHOOL DISTRICT
2024-2025 SALARY SCHEDULE

| 36,138 4,588.00 | | SALARY SCHEDULE 2024-25 | | | | | |
|--------------------|------------|-------------------------|--------------|--------------|---------------|--------------|--------------|
| TSS | | LANE | | | | | |
| INDEX | Nurse w/BA | 1 BA | 2 BA+12 | 3 BA+24 | 4 BA+40/MA | 5 MA+15 | 6 MA+30 |
| | \$ 32,624 | \$ 36,138.00 | \$ 36,978.00 | \$ 37,838.00 | \$ 38,718.00 | \$ 39,618.00 | \$ 40,538.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 1 | \$ 37,112 | \$ 40,726.00 | \$ 41,566.00 | \$ 42,426.00 | \$ 43,306.00 | \$ 44,206.00 | \$ 45,126.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 2 | \$ 37,850 | \$ 41,546.00 | \$ 42,406.00 | \$ 43,286.00 | \$ 44,186.00 | \$ 45,106.00 | \$ 46,046.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 3 | \$ 34,000 | \$ 37,778.00 | \$ 38,658.00 | \$ 39,558.00 | \$ 40,478.00 | \$ 41,418.00 | \$ 42,378.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 4 | \$ 38,588 | \$ 42,366.00 | \$ 43,246.00 | \$ 44,146.00 | \$ 45,066.00 | \$ 46,006.00 | \$ 46,966.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 5 | \$ 40,064 | \$ 44,006.00 | \$ 44,926.00 | \$ 45,866.00 | \$ 46,826.00 | \$ 47,806.00 | \$ 48,806.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 6 | \$ 40,602 | \$ 44,826.00 | \$ 45,766.00 | \$ 46,726.00 | \$ 47,706.00 | \$ 48,706.00 | \$ 49,726.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 7 | \$ 41,540 | \$ 45,646.00 | \$ 46,606.00 | \$ 47,586.00 | \$ 48,586.00 | \$ 49,606.00 | \$ 50,646.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 8 | \$ 42,278 | \$ 46,466.00 | \$ 47,446.00 | \$ 48,446.00 | \$ 49,466.00 | \$ 50,506.00 | \$ 51,566.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 9 | \$ 43,016 | \$ 47,286.00 | \$ 48,286.00 | \$ 49,306.00 | \$ 50,346.00 | \$ 51,406.00 | \$ 52,486.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 10 | \$ 43,754 | \$ 48,106.00 | \$ 49,126.00 | \$ 50,166.00 | \$ 51,226.00 | \$ 52,306.00 | \$ 53,406.00 |
| | 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 11 | | \$ 49,966.00 | \$ 51,026.00 | \$ 52,106.00 | \$ 53,206.00 | \$ 54,326.00 | \$ 55,466.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 12 | | \$ 50,806.00 | \$ 51,886.00 | \$ 52,986.00 | \$ 54,106.00 | \$ 55,246.00 | \$ 56,406.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 13 | | \$ 51,646.00 | \$ 52,746.00 | \$ 53,866.00 | \$ 55,006.00 | \$ 56,166.00 | \$ 57,346.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 14 | | \$ 52,486.00 | \$ 53,606.00 | \$ 54,746.00 | \$ 55,906.00 | \$ 57,086.00 | \$ 58,286.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 15 | | \$ 53,326.00 | \$ 54,466.00 | \$ 55,626.00 | \$ 56,806.00 | \$ 58,006.00 | \$ 59,226.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 16 | | \$ 54,166.00 | \$ 55,326.00 | \$ 56,506.00 | \$ 57,706.00 | \$ 58,926.00 | \$ 60,166.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 17 | | \$ 55,006.00 | \$ 56,186.00 | \$ 57,386.00 | \$ 58,606.00 | \$ 59,846.00 | \$ 61,106.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 18 | | \$ 55,846.00 | \$ 57,046.00 | \$ 58,266.00 | \$ 59,506.00 | \$ 60,766.00 | \$ 62,046.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 19 | | \$ 56,686.00 | \$ 57,906.00 | \$ 59,146.00 | \$ 60,406.00 | \$ 61,686.00 | \$ 62,986.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 20 | | \$ 57,526.00 | \$ 58,766.00 | \$ 60,026.00 | \$ 61,306.00 | \$ 62,606.00 | \$ 63,926.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 21 | | \$ 58,366.00 | \$ 59,626.00 | \$ 60,906.00 | \$ 62,206.00 | \$ 63,526.00 | \$ 64,866.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 22 | | \$ 59,206.00 | \$ 60,486.00 | \$ 61,786.00 | \$ 63,106.00 | \$ 64,446.00 | \$ 65,806.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 23 | | \$ 60,046.00 | \$ 61,346.00 | \$ 62,666.00 | \$ 64,006.00 | \$ 65,366.00 | \$ 66,746.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 24 | | \$ 60,886.00 | \$ 62,206.00 | \$ 63,546.00 | \$ 64,906.00 | \$ 66,286.00 | \$ 67,686.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 25 | | \$ 61,726.00 | \$ 63,066.00 | \$ 64,426.00 | \$ 65,806.00 | \$ 67,206.00 | \$ 68,606.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 26 | | \$ 62,566.00 | \$ 63,926.00 | \$ 65,306.00 | \$ 66,706.00 | \$ 68,126.00 | \$ 69,566.00 |
| | | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 | \$ 4,588.00 |
| 27 | | \$ 63,406.00 | \$ 64,786.00 | \$ 66,186.00 | \$ 67,606.00 | \$ 69,046.00 | \$ 70,526.00 |

SCHEDULE III

EAST MARSHALL SCHOOL DISTRICT 2024-2025 Extra-Curricular Activities Schedule

| High School Head Coaches | Percentage | Middle School Sports | Percentage |
|--------------------------|------------|----------------------|------------|
| FOOTBALL | 10 | FOOTBALL | 5 |
| BASEBALL | 10 | BOYS BASKETBALL | 5 |
| SOFTBALL | 10 | GIRLS BASKETBALL | 5 |
| GIRLS BASKETBALL | 10 | BOYS TRACK | 5 |
| BOYS BASKETBALL | 10 | GIRLS TRACK | 5 |
| WRESTLING | 10 | WRESTLING | 5 |
| GIRLS TRACK | 8 | VOLLEYBALL | 5 |
| BOYS TRACK | 8 | | |
| VOLLEYBALL | 8 | | |
| BOYS & GIRLS GOLF | 7 | | |
| BOYS & GIRLS XCOUNTRY | 8 | | |

| High School Assistant Coaches | |
|-------------------------------|---|
| BOYS BASKETBALL | 7 |
| GIRLS BASKETBALL | 7 |
| FOOTBALL | 7 |
| WRESTLING | 7 |
| BASEBALL | 7 |
| SOFTBALL | 7 |
| BOYS TRACK | 5 |
| GIRLS TRACK | 5 |
| VOLLEYBALL | 5 |
| BOYS & GIRLS GOLF | 5 |
| BOYS & GIRLS CROSS COUNTRY | 5 |

| Miscellaneous High School | |
|---|--------------|
| LARGE GROUP SPEECH | 3 |
| SMALL GROUP SPEECH | 3 |
| ASST. LARGE GROUP SPEECH | 1 1/2 |
| ASST. SMALL GROUP SPEECH | 1 1/2 |
| FALL MUSICAL DIRECTOR | 3 |
| SPRING PLAY DIRECTOR | 3 |
| HIGH SCHOOL YEARBOOK | 2 |
| HIGH SCHOOL CHEERLEADING | 4 1/2 |
| HIGH SCHOOL VOCAL MUSIC | 10 |
| FALL BAND (MARCHING BAND & ALLSTATE) | 5 |
| WINTER BAND (PEP BAND & JAZZ BAND) | 5 |
| SPRING BAND (CONTEST SEASON) | 5 |
| ASST INSTRUMENTAL MUSIC | 7 |
| (THIS WOULD INVOLVE THE FALL, WINTER & SPRING BAND SEASONS) | |
| FFA | 5 |
| PROM CHAPERONE (Two year commitment) | 3 |
| STUDENT COUNCIL (Two year commitment) | 3 |
| TEACHING ON THE ICN | \$100/Class |
| SUMMER WEIGHT LIFTING—CURRENT COACH | \$10.00/hour |
| PEP BUS CHAPERONE | \$5.00/hour |
| NATIONAL HONOR SOCIETY | 3 |
| (Two year commitment) | |

| Miscellaneous Middle School | |
|-----------------------------|-------|
| MIDDLE SCHOOL CHEERLEADING | 1 1/2 |
| MIDDLE SCHOOL SUMMER BAND | 7 1/2 |

| | |
|---------------------------------|-------|
| MIDDLE SCHOOL INSTRUMENTAL | 7 1/2 |
| ASSISTANT MIDDLE SCHOOL BAND | 2 |
| MIDDLE SCHOOL VOCAL MUSIC | 5 |
| MIDDLE SCHOOL YEAR BOOK | 2 |
| Miscellaneous Elementary School | |
| ELEMENTARY VOCAL MUSIC | 2 |
| ELEMENTARY YEARBOOK | 2 |

All extra pay increments are to be a % of the schedule as shown below figured on the step corresponding to the number of years experience coaching a sport or directing an activity in the East Marshall System, not to exceed ten (10) years experience

EXTRA CURRICULAR SALARY SCHEDULE

| STEP | AMOUNT |
|------|----------|
| 1 | \$46,979 |
| 2 | \$48,045 |
| 3 | \$49,111 |
| 4 | \$51,347 |
| 5 | \$52,439 |
| 6 | \$53,531 |
| 7 | \$55,897 |
| 8 | \$57,015 |
| 9 | \$58,133 |
| 10 | \$60,629 |