

MASTER CONTRACT

Between

EAST MARSHALL

EDUCATION ASSOCIATION

And

EAST MARSHALL

COMMUNITY SCHOOL DISTRICT

For the

2025-2026 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.

TABLE OF CONTENTS

AGREEMENT	1
SALARIES	1
LENGTH OF TERM OF AGREEMENT	1
SCHEDULE II - SALARY SCHEDULE	2
SALARY SCHEDULE FOR REGISTERED NURSE EXPERIENCE	3
SCHEDULE III - EXTRA-CURRICULAR ACTIVITIES	4-5

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

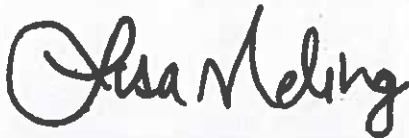
The salaries for employees during the term of this Agreement shall be set forth in Schedule "II" attached hereto and, by this reference thereto, made a part thereof.

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

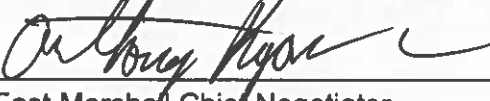
LENGTH OF TERM OF AGREEMENT

This Master Agreement is for the 2025-2026 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: 
East Marshall Board President

Date: April 2, 2025

By: 
East Marshall Chief Negotiator

Date: April 2, 2025

By: 
East Marshall Education Association Chief Negotiator

Date: 4/7/25

By: 
East Marshall Education Association President

Date: 4/7/25

SCHEDULE II EAST MARSHALL SCHOOL DISTRICT 2025-2026 SALARY SCHEDULE

37,041 SALARY SCHEDULE 2025-26
5,268.00 TSS

INDEX	Nurse w/BA	LANE					
		1 BA	2 BA+12	3 BA+24	4 BA+40/MA	5 MA+15	6 MA+30
	\$ 33,337	\$ 37,041.00	\$ 37,881.00	\$ 38,741.00	\$ 39,621.00	\$ 40,521.00	\$ 41,441.00
	5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
1	\$ 38,605	\$ 42,309.00	\$ 43,149.00	\$ 44,009.00	\$ 44,889.00	\$ 45,789.00	\$ 46,709.00
	\$ 34,075	\$ 37,861.00	\$ 38,721.00	\$ 39,601.00	\$ 40,501.00	\$ 41,421.00	\$ 42,361.00
	5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
2	\$ 39,343	\$ 43,129.00	\$ 43,989.00	\$ 44,869.00	\$ 45,769.00	\$ 46,689.00	\$ 47,629.00
	\$ 34,813	\$ 38,681.00	\$ 39,561.00	\$ 40,461.00	\$ 41,381.00	\$ 42,321.00	\$ 43,281.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
3	\$ 40,881	\$ 43,949.00	\$ 44,829.00	\$ 45,729.00	\$ 46,649.00	\$ 47,589.00	\$ 48,549.00
	\$ 36,561	\$ 39,501.00	\$ 40,401.00	\$ 41,321.00	\$ 42,261.00	\$ 43,221.00	\$ 44,201.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
4	\$ 40,819	\$ 44,769.00	\$ 45,689.00	\$ 46,589.00	\$ 47,529.00	\$ 48,489.00	\$ 49,469.00
	\$ 36,289	\$ 40,321.00	\$ 41,241.00	\$ 42,181.00	\$ 43,141.00	\$ 44,121.00	\$ 45,121.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
5	\$ 41,357	\$ 45,589.00	\$ 46,509.00	\$ 47,449.00	\$ 48,409.00	\$ 49,389.00	\$ 50,389.00
	\$ 37,027	\$ 41,141.00	\$ 42,081.00	\$ 43,041.00	\$ 44,021.00	\$ 45,021.00	\$ 46,041.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
6	\$ 42,295	\$ 46,409.00	\$ 47,349.00	\$ 48,309.00	\$ 49,289.00	\$ 50,289.00	\$ 51,309.00
	\$ 37,765	\$ 41,961.00	\$ 42,921.00	\$ 43,901.00	\$ 44,901.00	\$ 45,921.00	\$ 46,961.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
7	\$ 43,033	\$ 47,229.00	\$ 48,189.00	\$ 49,169.00	\$ 50,169.00	\$ 51,189.00	\$ 52,229.00
	\$ 38,503	\$ 42,781.00	\$ 43,761.00	\$ 44,761.00	\$ 45,781.00	\$ 46,821.00	\$ 47,881.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
8	\$ 43,771	\$ 48,049.00	\$ 49,029.00	\$ 50,029.00	\$ 51,049.00	\$ 52,089.00	\$ 53,149.00
	\$ 39,241	\$ 43,601.00	\$ 44,601.00	\$ 45,621.00	\$ 46,661.00	\$ 47,721.00	\$ 48,801.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
9	\$ 44,509	\$ 48,869.00	\$ 49,889.00	\$ 50,889.00	\$ 51,929.00	\$ 52,989.00	\$ 54,069.00
	\$ 39,979	\$ 44,421.00	\$ 45,441.00	\$ 46,481.00	\$ 47,541.00	\$ 48,621.00	\$ 49,721.00
	5,268	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
10	\$ 45,247	\$ 49,689.00	\$ 50,709.00	\$ 51,749.00	\$ 52,809.00	\$ 53,889.00	\$ 54,989.00
		\$ 46,281.00	\$ 47,341.00	\$ 48,421.00	\$ 49,521.00	\$ 50,641.00	\$ 51,781.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
11		\$ 51,549.00	\$ 52,609.00	\$ 53,689.00	\$ 54,789.00	\$ 55,909.00	\$ 57,049.00
		\$ 47,121.00	\$ 48,201.00	\$ 49,301.00	\$ 50,421.00	\$ 51,561.00	\$ 52,721.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
12		\$ 52,389.00	\$ 53,469.00	\$ 54,569.00	\$ 55,689.00	\$ 56,829.00	\$ 57,989.00
		\$ 47,961.00	\$ 49,061.00	\$ 50,181.00	\$ 51,321.00	\$ 52,481.00	\$ 53,661.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
13		\$ 53,229.00	\$ 54,329.00	\$ 55,449.00	\$ 56,589.00	\$ 57,749.00	\$ 58,929.00
		\$ 48,801.00	\$ 49,921.00	\$ 51,061.00	\$ 52,221.00	\$ 53,401.00	\$ 54,601.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
14		\$ 54,069.00	\$ 55,189.00	\$ 56,329.00	\$ 57,489.00	\$ 58,669.00	\$ 59,869.00
		\$ 49,641.00	\$ 50,781.00	\$ 51,941.00	\$ 53,121.00	\$ 54,321.00	\$ 55,541.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
15		\$ 54,909.00	\$ 56,049.00	\$ 57,209.00	\$ 58,389.00	\$ 59,589.00	\$ 60,809.00
		\$ 51,641.00	\$ 52,821.00	\$ 54,021.00	\$ 55,241.00	\$ 56,481.00	\$ 57,741.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
16		\$ 58,909.00	\$ 59,089.00	\$ 59,289.00	\$ 59,489.00	\$ 59,689.00	\$ 59,889.00
		\$ 52,501.00	\$ 53,701.00	\$ 54,921.00	\$ 56,161.00	\$ 57,421.00	\$ 58,701.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
17		\$ 57,769.00	\$ 58,969.00	\$ 60,189.00	\$ 61,429.00	\$ 62,689.00	\$ 63,969.00
		\$ 53,361.00	\$ 54,581.00	\$ 55,821.00	\$ 57,081.00	\$ 58,361.00	\$ 59,661.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
18		\$ 58,629.00	\$ 59,849.00	\$ 61,089.00	\$ 62,349.00	\$ 63,629.00	\$ 64,929.00
		\$ 54,221.00	\$ 55,461.00	\$ 56,721.00	\$ 58,001.00	\$ 59,301.00	\$ 60,621.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
19		\$ 59,489.00	\$ 60,729.00	\$ 61,989.00	\$ 63,269.00	\$ 64,569.00	\$ 65,889.00
		\$ 55,081.00	\$ 56,341.00	\$ 57,621.00	\$ 58,921.00	\$ 60,241.00	\$ 61,581.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
20		\$ 60,349.00	\$ 61,609.00	\$ 62,889.00	\$ 64,189.00	\$ 65,509.00	\$ 66,849.00
		\$ 55,941.00	\$ 57,221.00	\$ 58,521.00	\$ 59,841.00	\$ 61,181.00	\$ 62,541.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
21		\$ 61,209.00	\$ 62,489.00	\$ 63,789.00	\$ 65,109.00	\$ 66,449.00	\$ 67,809.00
		\$ 56,801.00	\$ 58,101.00	\$ 59,421.00	\$ 60,761.00	\$ 62,121.00	\$ 63,491.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
22		\$ 62,069.00	\$ 63,369.00	\$ 64,689.00	\$ 66,029.00	\$ 67,389.00	\$ 68,769.00
		\$ 57,661.00	\$ 58,981.00	\$ 60,321.00	\$ 61,681.00	\$ 63,061.00	\$ 64,461.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
23		\$ 62,929.00	\$ 64,249.00	\$ 65,589.00	\$ 66,949.00	\$ 68,329.00	\$ 69,729.00
		\$ 58,521.00	\$ 59,861.00	\$ 61,221.00	\$ 62,601.00	\$ 64,001.00	\$ 65,421.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
24		\$ 63,129.00	\$ 64,489.00	\$ 65,869.00	\$ 67,269.00	\$ 68,689.00	\$ 70,129.00
		\$ 60,741.00	\$ 62,121.00	\$ 63,521.00	\$ 64,941.00	\$ 66,381.00	\$ 67,841.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
25		\$ 66,009.00	\$ 67,389.00	\$ 68,789.00	\$ 70,209.00	\$ 71,649.00	\$ 73,109.00
		\$ 61,621.00	\$ 63,021.00	\$ 64,441.00	\$ 65,881.00	\$ 67,341.00	\$ 68,821.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
26		\$ 68,889.00	\$ 70,289.00	\$ 71,709.00	\$ 73,149.00	\$ 74,609.00	\$ 76,089.00
		\$ 62,501.00	\$ 63,921.00	\$ 65,361.00	\$ 66,821.00	\$ 68,301.00	\$ 69,801.00
		5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00	\$ 5,268.00
27		\$ 67,769.00	\$ 69,189.00	\$ 70,629.00	\$ 72,089.00	\$ 73,569.00	\$ 75,069.00

SALARY SCHEDULE FOR
REGISTERED NURSES

SALARY SCHEDULE 2025-26

5,268.00 TSS

INDEX Nurse w/BA
(Nurse is 90% of BA)

BASE \$33,337
TSS \$5,268.00

1	\$38,605
	\$34,075
	\$5,268
2	\$39,343
	\$34,813
	\$5,268
3	\$40,081
	\$35,551
	\$5,268
4	\$40,819
	\$36,289
	\$5,268
5	\$ 41,557
	\$37,027
	\$5,268
6	\$42,295
	\$37,765
	\$5,268
7	\$43,033
	\$38,503
	\$ 5,268
8	\$43,771
	\$39,241
	\$5,268
9	\$44,509
	\$39,979
	\$5,268
10	\$45,247

SCHEDULE III

EAST MARSHALL SCHOOL DISTRICT 2025-2026 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	XCOUNTRY	5
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
SUMMER WEIGHT LIFTING—CURRENT COACH	\$10.00/hour
NATIONAL HONOR SOCIETY	3
(Two year commitment)	

Miscellaneous Middle School	
MIDDLE SCHOOL CLUB	2
MIDDLE SCHOOL INSTRUMENTAL	7 1/2
MIDDLE SCHOOL VOCAL MUSIC	5

MIDDLE SCHOOL YEAR BOOK	2
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Miscellaneous Elementary School

ELEMENTARY VOCAL MUSIC	2
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ELEMENTARY YEARBOOK	2
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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	\$48,153
2	\$49,219
3	\$50,285
4	\$52,521
5	\$53,613
6	\$54,705
7	\$57,071
8	\$58,189
9	\$59,307
10	\$61,803

