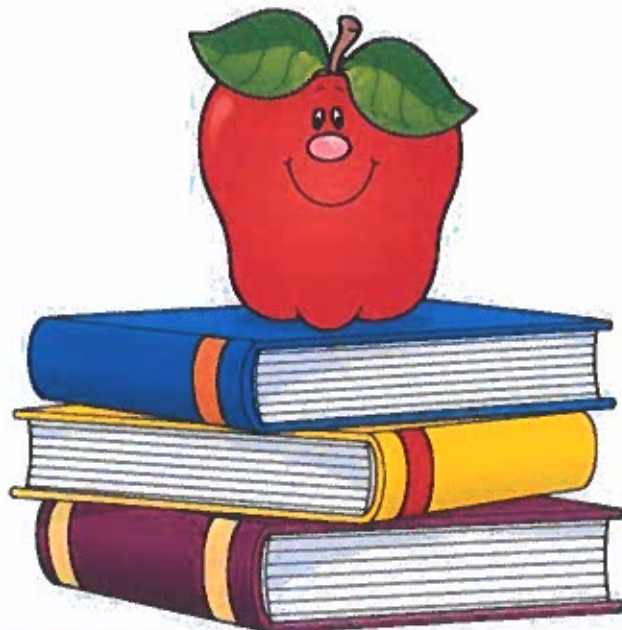


MASTER CONTRACT
Between
EAST MARSHALL
EDUCATION ASSOCIATION
And
EAST MARSHALL
COMMUNITY SCHOOL DISTRICT
For the
2023-2024 SCHOOL YEAR



NON-DISCRIMINATION
POLICY STATEMENT

5/18/2015

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 2023-2024 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 Ferrones
4/5/23
East Marshall Board President


Date

BY: Tom Semin
4/5/23
East Marshall ~~District~~ District Negotiator
Education Association

Date

BY: [Signature]
4/5/23
East Marshall Education Association President

Date

BY: 

East Marshall Education Association Negotiator
District

Date 4/5/2023

SCHEDULE II

EAST MARSHALL SCHOOL DISTRICT

	2023-2024 SALARY SCHEDULE					
	B.A. Lane	B.A. + 12 Lane	B.A. + 24 Lane	B.A. + 40 M.A. Lane	M.A. +15 Lane	M.A. + 30 Lane
Steps	\$820	\$840	\$860	\$880	\$900	\$920
1	40,285.00	41,125.00	41,985.00	42,865.00	43,765.00	44,685.00
2	41,105.00	41,965.00	42,845.00	43,745.00	44,665.00	45,605.00
3	41,925.00	42,805.00	43,705.00	44,625.00	45,565.00	46,525.00
4	42,745.00	43,645.00	44,565.00	45,505.00	46,465.00	47,445.00
5	43,565.00	44,485.00	45,425.00	46,385.00	47,365.00	48,365.00
6	44,385.00	45,325.00	46,285.00	47,265.00	48,265.00	49,285.00
7	45,205.00	46,165.00	47,145.00	48,145.00	49,165.00	50,205.00
8	46,025.00	47,005.00	48,005.00	49,025.00	50,065.00	51,125.00
9	46,845.00	47,845.00	48,865.00	49,905.00	50,965.00	52,045.00
10	47,665.00	48,685.00	49,725.00	50,785.00	51,865.00	52,965.00
11		49,525.00	50,585.00	51,665.00	52,765.00	53,885.00
12		50,365.00	51,445.00	52,545.00	53,665.00	54,805.00
13		51,205.00	52,305.00	53,425.00	54,565.00	55,725.00
14		52,045.00	53,165.00	54,305.00	55,465.00	56,645.00
15		52,885.00	54,025.00	55,185.00	56,365.00	57,565.00
16			54,885.00	56,065.00	57,265.00	58,485.00
17			55,745.00	56,945.00	58,165.00	59,405.00
18			56,605.00	57,825.00	59,065.00	60,325.00
19			57,465.00	58,705.00	59,965.00	61,245.00
20						

			58,325.00	59,585.00	60,865.00	62,165.00
21			59,185.00	60,465.00	61,765.00	63,085.00
22			60,045.00	61,345.00	62,665.00	64,005.00
23			60,905.00	62,225.00	63,565.00	64,925.00
24				63,105.00	64,465.00	65,845.00
25				63,985.00	65,365.00	66,765.00
26				64,865.00	66,265.00	67,685.00
27				65,745.00	67,165.00	68,605.00

TEACHER SALARY SUPPLEMENT WILL BE RECONCILED IN MAY

**SALARY SCHEDULE FOR
REGISTERED NURSE EXPERIENCE**

2023-24 SALARY SCHEDULE

2023-2024 REGISTERED NURSE		
	90% of BA	NURSE WITH 4 YEAR DEGREE
Step		
1	\$ 31,714	\$36,761
2	\$ 32,452	\$37,499
3	\$ 33,190	\$38,237
4	\$ 33,928	\$38,975
5	\$ 34,666	\$39,713
6	\$ 35,404	\$40,451
7	\$ 36,142	\$41,189
8	\$ 36,880	\$41,927
9	\$ 37,618	\$42,665
10	\$ 38,356	\$43,403

SCHEDULE III

East Marshall School District

2018-2019 Extra-Curricular Activities Schedule

HIGH SCHOOL HEAD COACHES

Percentage

FOOTBALL	10
BASEBALL	10
SOFTBALL	10
GIRLS BASKETBALL	10
BOYS BASKETBALL	10
WRESTLING	10
GIRLS TRACK	8
BOYS TRACK	8
VOLLEYBALL	8
BOYS & GIRLS GOLF	7
BOYS & GIRLS CROSS COUNTRY	8

HIGH SCHOOL ASSISTANT COACHES

BOYS BASKETBALL

7

GIRLS BASKETBALL

7

FOOTBALL

7

WRESTLING

BASEBALL	7
SOFTBALL	7
BOYS TRACK	5
GIRLS TRACK	5
VOLLEYBALL	5
BOYS & GIRLS GOLF	5
BOYS & GIRLS CROSS COUNTRY	5
<u>MIDDLE SCHOOL SPORTS</u>	
FOOTBALL	5
BOYS BASKETBALL	5
GIRLS BASKETBALL	5
BOYS TRACK	5
GIRLS TRACK	5
WRESTLING	5
VOLLEYBALL	5
<u>MISCELLANEOUS HIGH SCHOOL</u>	
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 (THIS WOULD INVOLVE THE FALL, WINTER & SPRING BAND SEASONS)	7
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 (Two year commitment)	3
<u>MISCELLANEOUS MIDDLE SCHOOL</u>	
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 YEARBOOK	2
<u>MISCELLANEOUS ELEMENTARY SCHOOL</u>	
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	\$45,809
2	\$46,875
3	\$47,941
4	\$50,177
5	\$51,269
6	\$52,361
7	\$54,727
8	\$55,845
9	\$56,963
10	\$59,459

