

MASTER CONTRACT

Between

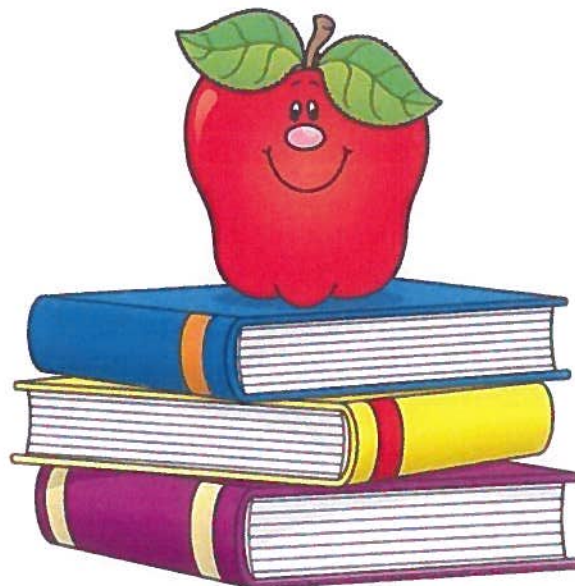
**EAST MARSHALL
EDUCATION ASSOCIATION**

And

**EAST MARSHALL
COMMUNITY SCHOOL DISTRICT**

For the

**2018-2019, 2019-2020, & 2020-2021
SCHOOL YEAR(S)**



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 a three year agreement on language (2018-19, 2019-20, 2020-21), and reopens wage negotiations each year of this three year agreement.

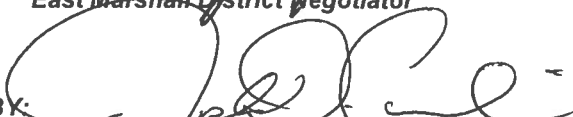
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents and attested by their respective Chief Negotiators.

BY: 
East Marshall Board President

6/29/18
Date

BY: 
East Marshall District Negotiator

6/29/18
Date

BY: 
East Marshall Education Association President

6/29/18
Date

BY: 
East Marshall Education Association Negotiator

7/12/18
Date

SCHEDULE II

EAST MARSHALL SCHOOL DISTRICT

2018-2019 SALARY SCHEDULE						
	B.A. Lane	B.A. + 12	B.A. + 24	B.A. + 40	M.A. +15	M.A. + 30
		Lane	Lane	M.A. Lane	Lane	Lane
Steps	\$820	\$840	\$860	\$880	\$900	\$920
1	\$36,876	\$37,716	\$38,576	\$39,456	\$40,356	\$41,276
2	\$37,696	\$38,556	\$39,436	\$40,336	\$41,256	\$42,196
3	\$38,516	\$39,396	\$40,296	\$41,216	\$42,156	\$43,116
4	\$39,336	\$40,236	\$41,156	\$42,096	\$43,056	\$44,036
5	\$40,156	\$41,076	\$42,016	\$42,976	\$43,956	\$44,956
6	\$40,976	\$41,916	\$42,876	\$43,856	\$44,856	\$45,876
7	\$41,796	\$42,756	\$43,736	\$44,736	\$45,756	\$46,796
8	\$42,616	\$43,596	\$44,596	\$45,616	\$46,656	\$47,716
9	\$43,436	\$44,436	\$45,456	\$46,496	\$47,556	\$48,636
10	\$44,256	\$45,276	\$46,316	\$47,376	\$48,456	\$49,556
11		\$46,116	\$47,176	\$48,256	\$49,356	\$50,476
12		\$46,956	\$48,036	\$49,136	\$50,256	\$51,396
13		\$47,796	\$48,896	\$50,016	\$51,156	\$52,316
14		\$48,636	\$49,756	\$50,896	\$52,056	\$53,236
15		\$49,476	\$50,616	\$51,776	\$52,956	\$54,156
16			\$51,476	\$52,656	\$53,856	\$55,076
17			\$52,336	\$53,536	\$54,756	\$55,996
18			\$53,196	\$54,416	\$55,656	\$56,916
19			\$54,056	\$55,296	\$56,556	\$57,836
20			\$54,916	\$56,176	\$57,456	\$58,756
21			\$55,776	\$57,056	\$58,356	\$59,676
22			\$56,636	\$57,936	\$59,256	\$60,596
23			\$57,496	\$58,816	\$60,156	\$61,516
24				\$59,696	\$61,056	\$62,436
25				\$60,576	\$61,956	\$63,356
26				\$61,456	\$62,856	\$64,276
27				\$62,336	\$63,756	\$65,196

TEACHER SALARY SUPPLEMENT WILL BE RECONCILED IN MAY

**SALARY SCHEDULE FOR
REGISTERED NURSE EXPERIENCE**

2018-2019 SALARY SCHEDULE

2018-2019 REGISTERED NURSE		
	90% of BA	NURSE WITH 4 YEAR DEGREE
Step		
1	\$ 29,270	\$ 33,624
2	\$ 30,008	\$ 34,362
3	\$ 30,746	\$ 35,100
4	\$ 31,484	\$ 35,838
5	\$ 32,222	\$ 36,576
6	\$ 32,960	\$ 37,314
7	\$ 33,698	\$ 38,052
8	\$ 34,436	\$ 38,790
9	\$ 35,174	\$ 39,528
10	\$ 35,912	\$ 40,266

SCHEDULE III

**East Marshall School District
2018-2019 Extra-Curricular Activities Schedule**

<u>HIGH SCHOOL HEAD COACHES</u>	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
<u>HIGH SCHOOL ASSISTANT COACHES</u>	
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
<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
<u>MISCELLANEOUS ELEMENTARY SCHOOL</u>	
ELEMENTARY VOCAL MUSIC	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	\$42,279
2	\$43,345
3	\$44,411
4	\$46,647
5	\$47,739
6	\$48,831
7	\$51,197
8	\$52,315
9	\$53,433
10	\$55,929

**ADDENDUM – SUPPLEMENTAL SALARY SCHEDULE
EAST MARSHALL SCHOOL
2018-2019**

	B.A. Lane	B.A. + 12	B.A. + 24	B.A. + 40	M.A. +15	M.A. + 30
		Lane	Lane	M.A.Lane	Lane	Lane
Steps	\$820	\$840	\$860	\$880	\$900	\$920
1	\$32,522	\$33,362	\$34,222	\$35,102	\$36,002	\$36,922
2	\$33,342	\$34,202	\$35,082	\$35,982	\$36,902	\$37,842
3	\$34,162	\$35,042	\$35,942	\$36,862	\$37,802	\$38,762
4	\$34,982	\$35,882	\$36,802	\$37,742	\$38,702	\$39,682
5	\$35,802	\$36,722	\$37,662	\$38,622	\$39,602	\$40,602
6	\$36,622	\$37,562	\$38,522	\$39,502	\$40,502	\$41,522
7	\$37,442	\$38,402	\$39,382	\$40,382	\$41,402	\$42,442
8	\$38,262	\$39,242	\$40,242	\$41,262	\$42,302	\$43,362
9	\$39,082	\$40,082	\$41,102	\$42,142	\$43,202	\$44,282
10	\$39,902	\$40,922	\$41,962	\$43,022	\$44,102	\$45,202
11		\$41,762	\$42,822	\$43,902	\$45,002	\$46,122
12		\$42,602	\$43,682	\$44,782	\$45,902	\$47,042
13		\$43,442	\$44,542	\$45,662	\$46,802	\$47,962
14		\$44,282	\$45,402	\$46,542	\$47,702	\$48,882
15		\$45,122	\$46,262	\$47,422	\$48,602	\$49,802
16			\$47,122	\$48,302	\$49,502	\$50,722
17			\$47,982	\$49,182	\$50,402	\$51,642
18			\$48,842	\$50,062	\$51,302	\$52,562
19			\$49,702	\$50,942	\$52,202	\$53,482
20			\$50,562	\$51,822	\$53,102	\$54,402
21			\$51,422	\$52,702	\$54,002	\$55,322
22			\$52,282	\$53,582	\$54,902	\$56,242
23			\$53,142	\$54,462	\$55,802	\$57,162
24				\$55,342	\$56,702	\$58,082
25				\$56,222	\$57,602	\$59,002
26				\$57,102	\$58,502	\$59,922
27				\$57,982	\$59,402	\$60,842

THE SUPPLEMENTAL SALARY SCHEDULE IS USED TO CALCULATE THE EXTRA CURRICULAR SALARY SCHEDULE AND THE SALARY SCHEDULE FOR REGISTERED NURSE.