

MASTER CONTRACT

NEWELL-FONDA COMMUNITY SCHOOLS

2020-2021

SALARY

The salary schedule is located in the employee handbook.

DURATION PERIOD

This agreement shall be effective as of July 1, 2020 and shall continue in effect until June 30, 2021.

SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 9th day of March, 2020.

NEWELL-FONDA
EDUCATION ASSOCIATION

By Melissa Devereaux
Its President

By *Nathan Baron*
Its Chief Negotiator

NEWELL-FONDA
COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION

By *Kyle SCheidegger*
Its President

By *Jeff Dicks*
Its Chief Negotiator

SALARY SCHEDULE A - INCORPORATED

BASE	32,709				
2020-21					
STEP	BA	BA+15	BA+30	MA	MA+15
1	36853	37998	39143	41432	42577
2	37998	39143	40287	42577	43722
3	39143	40287	41432	43722	44867
4	40287	41432	42577	44867	46012
5	41432	42577	43722	46012	47156
6	42577	43722	44867	47156	48301
7	43722	44867	46012	48301	49446
8	44867	46012	47156	49446	50591
9	46012	47156	48301	50591	51736
10	47156	48301	49446	51736	52880
11	48301	49446	50591	52880	54025
12	49446	50591	51736	54025	55170
13	50591	51736	52880	55170	56315
14	51736	52880	54025	56315	57460
15	**52880**	54025	55170	57460	58604
16		**55170**	**56315**	58604	59749
17				**59749**	**60894**

Base Only	**32,201**	*(no TSS or Phase)*			
2020-21					
STEP	**BA**	**BA+15**	**BA+30**	**MA**	**MA+15**
1	32,201	33,328	34,455	36,709	37,836
2	33,328	34,455	35,582	37,836	38,963
3	34,455	35,582	36,709	38,963	40,090
4	35,582	36,709	37,836	40,090	41,217
5	36,709	37,836	38,963	41,217	42,344
6	37,836	38,963	40,090	42,344	43,471
7	38,963	40,090	41,217	43,471	44,598
8	40,090	41,217	42,344	44,598	45,725
9	41,217	42,344	43,471	45,725	46,852
10	42,344	43,471	44,598	46,852	47,979
11	43,471	44,598	45,725	47,979	49,107
12	44,598	45,725	46,852	49,107	50,234
13	45,725	46,852	47,979	50,234	51,361
14	46,852	47,979	49,107	51,361	52,488
15	**47,979**	49,107	50,234	52,488	53,615
16		**50,234**	**51,361**	53,615	54,742
17				**54,742**	**55,869**

NEWELL-FONDA 2020-21
SUPPLEMENTAL SALARY SCHEDULE

	YEARS 1-5 STEP 1		YEARS 6-10 STEP 2		YEARS 11-15 STEP 3		YEARS 16+ STEP 4	
BASE = $32,201	PERCENT	SALARY	PERCENT	SALARY	PERCENT	SALARY	PERCENT	SALARY
HIGH SCHOOL								
Athletic Director	8.50%	2737	9.00%	2898	9.50%	3,059	10.00%	3,220
HS Head Coach	12.50%	4025	13.00%	4186	13.50%	4,347	14.00%	4,508
JV Asst., Varsity Asst.	8.50%	2737	9.00%	2898	9.50%	3,059	10.00%	3,220
2nd Asst Coach	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
Practice Assistant (Golf/Track)	3.00%	966	3.50%	1127	4.00%	1,288	4.50%	1,449
Play Director	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
Yearbook Sponsor	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
5-12 Instrumental	8.50%	2737	9.00%	2898	9.50%	3,059	10.00%	3,220
K-12 Vocal	7.50%	2415	8.00%	2576	8.50%	2,737	9.00%	2,898
Prom Sponsor	2.50%	805	3.00%	966	3.50%	1,127	4.00%	1,288
Cheerleader Sponsor	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
Drill Team Sponsor	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
Asst Drill Team Sponsor	3.50%	1127	4.00%	1288	4.50%	1,449	5.00%	1,610
FFA Advisor	5.50%	1771	6.00%	1932	6.50%	2,093	7.00%	2,254
FCCLA	2.50%	805	3.00%	966	3.50%	1,127	4.00%	1,288
Head Speech	9.50%	3059	10.00%	3220	10.50%	3,381	11.00%	3,542
Asst. Speech	6.50%	2093	7.00%	2254	7.50%	2,415	8.00%	2,576
2nd Asst Speech	3.50%	1127	4.00%	1288	4.50%	1,449	5.00%	1,610
National Honor Society	5.50%	1771	6.00%	1932	6.50%	2,093	7.00%	2,254
Media Coordinator	4.25%	1369	4.75%	1530	5.25%	1,691	5.75%	1,852
Jazz Band	4.50%	1449	5.00%	1610	5.50%	1,771	6.00%	1,932
Asst Play Director	3.50%	1127	4.00%	1288	4.50%	1,449	5.00%	1,610
Student Council	2.50%	805	3.00%	966	3.50%	1,127	4.00%	1,288
MIDDLE SCHOOL								
MS Head Coach	5.50%	1771	6.00%	1932	6.50%	2,093	7.00%	2,254
MS Asst. Coach	3.20%	1030	3.70%	1191	4.20%	1,352	4.70%	1,513
Newspaper	0.00%	0	0.00%	0	0.00%	0	0.00%	0