

MASTER CONTRACT

2024 – 2025

**SOUTH HAMILTON
COMMUNITY SCHOOL DISTRICT
JEWELL, IOWA**

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ARTICLE I. BASE WAGES

The base wages for teacher salaries for 2024-25 shall be:

BA + 0 = \$40,800

BA + 15 = \$42,840

BA + 30 = \$44,880

MA + 0 = \$46,920

MA + 15 = \$48,960

MA + 30 = \$51,000

The base wage rates for Schedule 12B positions shall be: percentage listed on 12B for each position multiplied by 12B Step 0 (\$39,300).

ARTICLE II. CONTRACT DURATION

This Contract shall become effective on July 1, 2024 and shall continue in effect until June 30, 2025.


President, SHEA


President, South Hamilton CSD Board


Secretary, SHEA


Secretary, South Hamilton CSD Board

SOUTH HAMILTON COMMUNITY SCHOOL DISTRICT

2024-2025

Salary Schedule 12A

GENERATOR BASE = \$40,800												
	BA	BA	BA+15	BA+15	BA+30	BA+30	MA	MA	MA+15	MA+15	MA+30	MA+30
0	1	40800	1.05	42840	1.1	44880	1.15	46920	1.2	48960	1.25	51000
1	1.04	42432	1.09	44472	1.14	46512	1.19	48552	1.24	50592	1.29	52632
2	1.08	44064	1.13	46104	1.18	48144	1.23	50184	1.28	52224	1.33	54264
3	1.12	45696	1.17	47736	1.22	49776	1.27	51816	1.32	53856	1.37	55896
4	1.16	47328	1.21	49368	1.26	51408	1.31	53448	1.36	55488	1.41	57528
5	1.2	48960	1.25	51000	1.3	53040	1.35	55080	1.4	57120	1.45	59160
6	1.24	50592	1.29	52632	1.34	54672	1.39	56712	1.44	58752	1.49	60792
7	1.28	52224	1.33	54264	1.38	56304	1.43	58344	1.48	60384	1.53	62424
8	1.32	53856	1.37	55896	1.42	57936	1.47	59976	1.52	62016	1.57	64056
9	1.36	55488	1.41	57528	1.46	59568	1.51	61608	1.56	63648	1.61	65688
10	1.4	57120	1.45	59160	1.5	61200	1.55	63240	1.6	65280	1.65	67320
11	1.44	58752	1.49	60792	1.54	62832	1.59	64872	1.64	66912	1.69	68952
12	1.48	60384	1.53	62424	1.58	64464	1.63	66504	1.68	68544	1.73	70584
13							1.67	68136	1.72	70176	1.77	72216
14							1.71	69768	1.76	71808	1.81	73848
15							1.75	71400	1.8	73440	1.85	75480
CI	0.04	1632	0.04	1632	0.04	1632	0.04	1632	0.04	1632	0.04	1632

4% career increments after one year at bottom step. Increments figured on B.A. base salary (Step 0.)

Career increments do NOT figure in supplemental pay.

The career increment payment should be prorated in accordance to the teacher's FTE.

Prior to July 1, 2024 Teacher Salary Supplement money is incorporated into the above combined salary schedule.

Teacher Salary Supplement money after July 1, 2024 is not incorporated into the above combined salary schedule.

Minimum salaries will be met using TSS funds as required by Iowa Law: \$47,500 is the minimum salary for all teachers and \$60,000 for all teachers with 12 years of experience or more.

SOUTH HAMILTON COMMUNITY SCHOOL DISTRICT

2024-2025

Schedule 12B

Note: To calculate the B.A. Step 0 for the Schedule 12B subtract \$1,500 from the Schedule 12A B.A. Step 0. Use a 3% index step for the Schedule 12B percentages to be applied.

2024-25 INDEX		Schedule 12B Scale	
STEP	BA	STEP	BA
0	1.00	0	\$39,300
1	1.04	1	\$40,872
2	1.08	2	\$42,444
3	1.12	3	\$44,016
4	1.16	4	\$45,588
5	1.20	5	\$47,160
6	1.24	6	\$48,732
7	1.28	7	\$50,304
8	1.32	8	\$51,876
9	1.36	9	\$53,448
10	1.40	10	\$55,020

SOUTH HAMILTON COMMUNITY SCHOOL DISTRICT

2024-2025

Schedule 12B Scale

**SCHEDULE OF PERCENTAGES
PERCENTAGES BASED ON EMPLOYEE'S STEP ON B.A. LEVEL MINUS \$1,500 ***
MAXIMUM B.A. LEVEL TO BE STEP 10**

Athletic Director	15.0	Hamilton Holidays Musical	
Wrestling, Head	11.2	Director / Dramatics	5.0
Wrestling, Assistant	8.0	Assistant Director / Vocal Music	5.0
Wrestling, 7th & 8th	6.0	Assistant Director / Instrumental Music	5.0
Basketball, Head Boys	11.2	High School Plays, Director	5.0
Basketball, Assistant Boys	8.0	High School Plays, Assistant	4.0
Basketball, 9th Boys	7.0	Student Council Sponsor (1)	1.5
Basketball, 7th & 8th Boys (each)	6.0	Junior Class Sponsor (2)(each)	1.0
Basketball, Head Girls	11.2	School Yearbook Advisor	7.0
Basketball, Assistant Girls	8.0	FFA Sponsor	10.0
Basketball, 9th Girls	7.0	Speech Director - Large Group	5.0
Basketball, 7th & 8th Girls (each)	6.0	Speech Director - Individual	3.0
Football, Head	11.2	Speech, Assistant - Large Group	3.0
Football, Assistant (each)	8.0	Speech, Assistant - Individual	2.0
Football, 7th & 8th Head	6.0	Cheer Coach - HS Football	6.0
Football, Assistant 7th & 8th**	6.0	Cheer Coach - HS Basketball	6.0
Baseball, Varsity	10.0	Cheer Coach - HS Wrestling	6.0
Baseball, Assistant	7.0	Dance Team Coach	6.0
Baseball, 7th & 8th (each)	5.0	Vocal Music	
Softball, Head	10.0	MS/HS Stipend	10.0
Softball, Assistant	7.0	Elementary 5-6 Vocal Stipend	2.0
Softball, 7th & 8th (each)	5.0	Elementary K-4 Vocal Stipend	1.0
Track, Head Boys	9.0	Instrumental Music	
Track, 9-12 Assistant (each)	4.5	High School Stipend w/ Pep Band	11.0
Track, 7th & 8th Boys	4.5	Middle School Stipend	6.5
Track, Head Girls	9.0	Elementary Stipend	3.0
Track, 7th & 8th Girls	4.5	Pep Bus Chaperone	\$30/trip
Track, Assistant (each)	3.5	Contests, Bees, Bowls	\$100/each
Volleyball, Head	10.0	(with Adm. Approval)	
Volleyball, Assistant Varsity	7.0		
Volleyball, 7 - 12 Assistant & JJV	5.5		
Volleyball, 7th & 8th (each)	4.0		
Volleyball, Assistant 7th & 8th	4.0		
Girls Cross Country, 7-12	7.0		
Boys Cross Country, 7-12	7.0		
Golf, Head Girls	6.5		
Golf, Head Boys	6.5		

** To be assigned to both varsity and/or 7th & 8th by head coach.

*** See Schedule 12B Scale on following page

The Board reserves the right to not fill any of the position and/or eliminate an above listed activity or activities.

Mileage - Approved trips involving the employee's own car will be reimbursed at \$.365/mile. Trips should be approved in advance by the school administration. School owned vehicles may be used only when approved in advance by the administration.

Bus Driving - Extracurricular personnel shall not be required to have a school bus driver's license or to drive a school bus as a part of their extracurricular duties.