

DNHEA Opening Proposal

April 30, 2025

Opening Proposal for 2025-2026 Agreement Between DNHEA Association & Dike-New Hartford CSD

Base Wages

The Association proposes a Schedule A base salary increase of \$2500 to \$50,000 for the master contract. Certified staff will be placed on an appropriate step and lane commensurate with staff's experience, education, and qualifications.

Schedule B

The Association proposes a Schedule B base salary increase of \$750 to \$34,750.

The association proposes the following changes to the Schedule B positions.

- 1) Move eSports out of Clubs to Special Assignment and compensate the head coach at 11.9%.
- 2) Compensate High School musical and High School play head coaches at 7.9% each.
- 3) Compensate Junior High Play head coach at 4.9% and assistant at 2.9%.

Multi-year Contract

This agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2030.

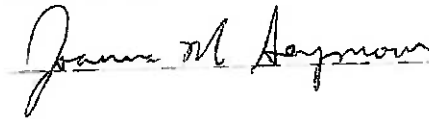
Each party may open any additional items through the Interest-Based Bargaining process upon mutual agreement. Any changes the Iowa Legislature makes to the bargaining law during this extension shall be addressed by the parties in negotiations.

For the Board



Date: 4/30/25

For the Association



Date: 4/30/25

TA

Dike-New Hartford Community School District

BASE SALARY		2025-26			
50000		Schedule A			
LANE	A	B	C	D	E
STEP	BA	BA+12	BA+24	BA+38/MA	MA+12
0	50,000	51,000	52,000	53,000	54,000
1	51,000	52,000	53,000	54,000	55,000
2	52,000	53,000	54,000	55,000	56,000
3	53,000	54,000	55,000	56,000	57,000
4	54,000	55,000	56,000	57,000	58,000
5	55,000	56,000	57,000	58,000	59,000
6	56,000	57,000	58,000	59,000	60,000
7	57,000	58,000	59,000	60,000	61,000
8	58,000	59,000	60,000	61,000	62,000
9	59,000	60,000	61,000	62,000	63,000
10	60,000	61,000	62,000	63,000	64,000
11	61,000	62,000	63,000	64,000	65,000
12	62,000	63,000	64,000	65,000	66,000
13	63,000	64,000	65,000	66,000	67,000
14	64,000	65,000	66,000	67,000	68,000
15	65,000	66,000	67,000	68,000	69,000
16	66,000	67,000	68,000	69,000	70,000
17	67,000	68,000	69,000	70,000	71,000
18	68,000	69,000	70,000	71,000	72,000
19	69,000	70,000	71,000	72,000	73,000
20	70,000	71,000	72,000	73,000	74,000
21	71,000	72,000	73,000	74,000	75,000
22	72,000	73,000	74,000	75,000	76,000
23	73,000	74,000	75,000	76,000	77,000
24	74,000	75,000	76,000	77,000	78,000
25	75,000	76,000	77,000	78,000	79,000
26	76,000	77,000	78,000	79,000	80,000
27	77,000	78,000	79,000	80,000	81,000
28	78,000	79,000	80,000	81,000	82,000
29	79,000	80,000	81,000	82,000	83,000
30	80,000	81,000	82,000	83,000	84,000
31	81,000	82,000	83,000	84,000	85,000
32	82,000	83,000	84,000	85,000	86,000
33	83,000	84,000	85,000	86,000	87,000
34	84,000	85,000	86,000	87,000	88,000
35	85,000	86,000	87,000	88,000	89,000

Dike-New Hartford Community School District
2025-26
Schedule B

Junior High/Middle School Assignments

Head Coaches		Assistant Coaches	
Football	5.9%	Football	3.9%
Basketball	5.9%	Basketball	3.9%
Wrestling	5.9%	Wrestling	3.9%
Track	4.9%	Track	3.4%
Volleyball	4.9%	Volleyball	3.4%
Baseball	4.9%	Baseball	3.4%
Softball	4.9%	Softball	3.4%
Cross Country	4.9%	Conditioning/Wt Room	3.4%

Junior High/Middle School Special Assignments

School Annual	3.9%	Lego League & Art Club	1.4%
School Paper	3.9%	Student Council	1.9%
Instrumental Music	3.9%	Vocal Music	3.9%
Cheerleading (per ea. of 3)	4.9%	Plays (each)	4.9%
		Concessions	2.9%
		Asst. JH Musical	2.9%

High School Assignments

Head Coaches		Assistant Coaches	
Football	11.9%	Football	8.4%
Basketball	11.9%	Basketball	8.4%
Wrestling	11.9%	Wrestling	8.4%
Volleyball	11.9%	Volleyball	8.4%
Baseball	9.9%	Baseball	7.4%
Softball	9.9%	Softball	7.4%
Soccer	9.9%	Soccer	7.4%
Track	8.9%	Track	6.4%
Tennis	7.9%	Tennis	6.4%
Cross Country	7.9%	Cross Country	6.4%
Golf	7.9%	Golf	6.4%
eSports	11.9%	Conditioning/Wt Room	6.4%

High School Special Assignments

Speech	6.9%	Musical	7.9%
Speech Assistant	3.9%	Musical Assistant	4.9%
Instrumental	10.9%	Three-Act Plays (each)	7.9%
Vocal Music	8.9%	Technical Assistant	2.9%
Dance	6.4%	(Musical/Three-Act Plays)	
Clubs (FOCLA, etc.)	1.9%	Concessions	5.9%
Cheerleading (per ea. of 3)	7.9%	School Annual	7.4%/2.4%
Asst Football Cheer	6.4%	Prom (per ea. of 2)	2.9%
Student Council	2.4%	Robotics	10.9%
National Honor Society		Extra-Duty Assignments: \$30	
FFA	10.9%		

Supplemental Base		34,750																						
EXTRA DUTY SCHEDULE																								
LANE	1.4%	1.9%	2.4%	2.9%	3.4%	3.9%	4.4%	4.9%	5.4%	5.9%	6.4%	6.9%	7.4%	7.9%	8.4%	8.9%	9.4%	9.9%	10.4%	10.9%	11.4%	11.9%	12.9%	
STEP																								
0	476.00	646.00	816.00	986.00	1156.00	1326.00	1496.00	1666.00	1836.00	2006.00	2176.00	2346.00	2516.00	2686.00	2856.00	3026.00	3196.00	3366.00	3536.00	3706.00	3876.00	4046.00	4386.00	
1	495.04	671.84	848.64	1,025.44	1,202.24	1,379.04	1,555.84	1,732.64	1,909.44	2,086.24	2,263.04	2,439.84	2,616.64	2,793.44	2,970.24	3,147.04	3,323.84	3,500.64	3,677.44	3,854.24	4,031.04	4,207.84	4,561.44	
2	514.08	697.68	881.28	1,064.88	1,248.48	1,432.08	1,615.68	1,799.28	1,982.88	2,166.48	2,350.08	2,533.68	2,717.28	2,900.88	3,084.48	3,268.08	3,451.68	3,635.28	3,818.88	4,002.48	4,186.08	4,369.68	4,736.88	
3	533.12	723.52	913.92	1,104.32	1,294.72	1,485.12	1,675.52	1,865.92	2,056.32	2,246.72	2,437.12	2,627.52	2,817.92	3,008.32	3,198.72	3,389.12	3,579.52	3,769.92	3,960.32	4,150.72	4,341.12	4,531.52	4,912.32	
4	552.16	749.36	946.56	1,143.76	1,340.96	1,538.16	1,735.36	1,932.56	2,129.76	2,326.96	2,524.16	2,721.36	2,918.56	3,115.76	3,312.96	3,510.16	3,707.36	3,904.56	4,101.76	4,298.96	4,496.16	4,693.36	5,087.76	
5	571.20	775.20	979.20	1,183.20	1,387.20	1,591.20	1,795.20	1,999.20	2,203.20	2,407.20	2,611.20	2,815.20	3,019.20	3,223.20	3,427.20	3,631.20	3,835.20	4,039.20	4,243.20	4,447.20	4,651.20	4,855.20	5,263.20	
6	590.24	801.04	1,011.84	1,222.64	1,433.44	1,644.24	1,855.04	2,065.84	2,276.64	2,487.44	2,698.24	2,909.04	3,119.84	3,330.64	3,541.44	3,752.24	3,963.04	4,173.84	4,384.64	4,595.44	4,806.24	5,017.04	5,438.64	
7	609.28	826.88	1,044.48	1,262.08	1,479.68	1,697.28	1,914.88	2,132.48	2,350.08	2,567.68	2,785.28	3,002.88	3,220.48	3,438.08	3,655.68	3,873.28	4,090.88	4,308.48	4,526.08	4,743.68	4,961.28	5,178.88	5,614.08	
8	628.32	852.72	1,077.12	1,301.52	1,525.92	1,750.32	1,974.72	2,199.12	2,423.52	2,647.92	2,872.32	3,096.72	3,321.12	3,545.52	3,769.92	3,994.32	4,218.72	4,443.12	4,667.52	4,891.92	5,116.32	5,340.72	5,789.52	
9	647.36	878.56	1,109.76	1,340.96	1,572.16	1,803.36	2,034.56	2,265.76	2,496.96	2,728.16	2,959.36	3,190.56	3,421.76	3,652.96	3,884.16	4,115.36	4,346.56	4,577.76	4,808.96	5,040.16	5,271.36	5,502.56	5,964.96	
10	666.40	904.40	1,142.40	1,380.40	1,618.40	1,856.40	2,094.40	2,332.40	2,570.40	2,808.40	3,046.40	3,284.40	3,522.40	3,760.40	3,998.40	4,236.40	4,474.40	4,712.40	4,950.40	5,188.40	5,426.40	5,664.40	6,140.40	