

**MASTER
CONTRACT**

BETWEEN

KNOXVILLE EDUCATION ASSOCIATION

AND

**KNOXVILLE COMMUNITY SCHOOL
DISTRICT BOARD OF EDUCATION**

KNOXVILLE, IOWA

July 1, 2026 - June 30, 2028

ARTICLE #1 – PREAMBLE

The Board and the Association recognize that the aim of the public schools is to provide a quality educational program for the youth of the Knoxville Community School District and recognizing that this is a joint responsibility of the Board, administrative staff, certified staff, classified staff, parents, and the community at large.

The Board recognizes the value of teacher input in formulating policies and programs designed to improve educational services. The Board has agreed to negotiate in good faith with the Knoxville Education Association. The parties have reached an understanding in which they desire to confirm in this agreement as follows:

ARTICLE #2 – RECOGNITION

The Board hereby recognizes the Knoxville Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole negotiating unit for all personnel listed below and as set forth in the PERB certification instrument (Cash No. 476) issued by the PERB on the 13th day of November 1975. KEA represents all full and regular contracted and certified part-time employees of the Knoxville Community School District, **including teachers (special, vocational, music, art, drama, academic core and specialized areas), school counselors, certified librarians, coaches, and school nurses.** The following positions are excluded from this agreement: the superintendent, business manager, principals, assistant principals, directors (including activities, facilities & operations, technology, curriculum & instruction, child nutrition, transportation, student services, human resources) and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees.

The term "Board" as used in this Agreement, shall mean the Board of Education of the Knoxville Community School District. The term "Association" as used in this Agreement shall mean the Knoxville Education Association. The term "Employee" as used in the Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

ARTICLE #3 – PROCEDURE FOR NEGOTIATIONS

Both parties hereby agree to meet at reasonable times and places to negotiate. If negotiations are conducted during regular school hours, release time shall be provided for the Association's negotiating committee. Representatives of both parties shall be empowered to reach tentative agreement of items being negotiated and those Articles tentatively agreed to shall be initialed by each party, dated and set aside subject to ratification of the Agreement. Caucuses may be called by either party at any time during negotiating sessions.

Press releases to news media, following the first two open meetings, shall not be made by either party except by mutual agreement of both parties.

The Board agrees to furnish the Association such information as is readily available and necessary for developing negotiations proposals. Requests for said information must be in writing. The parties agree to use the impasse procedure in the Iowa Code for future negotiations unless changed by mutual agreement.

ARTICLE #4 – GRIEVANCE PROCEDURE

The purpose of this procedure is to provide a prompt, orderly method for securing, at the lowest possible level, an equitable solution to grievances, without suspension of work or interference with the operations of the school system. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

A "grievance" is defined as a claim by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

Any grievance shall be processed in the following manner:

LEVEL #1:

An aggrieved employee shall attempt to resolve the grievance informally within five (5) working days of its occurrence, by discussion with his immediate supervisor. The aggrieved employee, at his option, may be accompanied by an Association representative of his choosing. The immediate supervisor, at his option, may be accompanied by another supervisor of his choosing. The aggrieved employee may request in writing that the immediate supervisor summarize and reply in writing to the aggrieved employee within five (5) working days after the discussion of the grievance.

LEVEL #2:

If the grievance is not settled at Level 1 and the employee wishes to appeal the grievance to Level 2, the employee will reduce the grievance to writing and submit it to the Superintendent of Schools or his designee within five (5) working days after receipt of the immediate supervisor's answer. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved and the relief sought. The Superintendent, or his designee, shall review the grievance, arrange within five (5) working days for necessary discussions with the aggrieved employee and a representative of the Association, if the aggrieved employee so requests. The Superintendent, or his designee, may request the presence of another supervisor of his choosing during the discussions with the aggrieved employee. The Superintendent, or his designee, shall provide a written answer to the employee, with a copy to the Association within fifteen (15) working days after discussion of the written grievance.

LEVEL #3:

If the grievance is not settled at Level 2 and the employee wishes to appeal the grievance to Level 3, the employee will submit a written request for mediation to the Superintendent of Schools or his designee within five (5) working days after receipt of the written response from Level 2. The Superintendent, or his designee, shall request mediation services from PERB within five (5) days of receiving the request. Mediation will be scheduled by the mediator.

LEVEL #4:

Grievances not settled at Level 3 of the grievance procedure may be appealed to arbitration by the Association by written notice of a request for arbitration, submitted to the Superintendent, or his designee, within five (5) working days of the mediation. The Superintendent, or his designee, shall contact PERB and request a list of five (5) arbitrators. Upon the receipt of the list, the parties' designated representatives shall determine by law the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator. The arbitrator shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to hear or determine salary or fringe benefit adjustments, except those contained in this Agreement, nor to add to, subtract from, modify or amend any terms of this Agreement. The arbitrator shall have no power to substitute his discretion for that of the employer in any matter reserved to the employer by law or the terms of this Agreement. A decision of the arbitrator shall, within the scope of his authority, be final and binding upon the parties. The employer and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the cost of the hearing room. Any other expenses shall be paid by the party incurring them.

STIPULATIONS: The failure of an employee or the Association or its representatives to appeal a grievance to the next step within the time limits specified above shall bar further appeal provided, however, such time limits may be extended by mutual agreement.

All grievances at Levels 1 and 2 shall be presented, discussed and processed on employee's non-classroom time.

No reprisals of any kind shall be taken by the employer and/or administration against any employee for their participation in the grievance procedure.

The employer and/or administration shall furnish the Association all reasonable requests for information necessary to process a grievance.

ARTICLE #5 – ASSOCIATION RIGHTS

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. The Association shall have the right to use school equipment if it is not otherwise in use for District purposes. Any out-of-pocket expenses to the District resulting from such meetings and use of such equipment will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the district office or local school.

The Association shall have the right to use District email and faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

ARTICLE #6 – WAGES AND SALARIES

The salary for each employee covered by this Agreement as listed in Article 2, is covered by the regular salary schedule and is set forth in Schedule "A".

Employees new to the system shall receive up to twelve (12) years credit for previous outside teaching experience. More years may be granted at the discretion of the employer. Employees returning to the system shall receive full credit for all experience in Knoxville.

Employees on the regular salary schedule shall be granted one vertical step on the salary schedule for each full year of service until the maximum for the educational classification is reached.

Employees contracted less than full-time shall receive annual compensation directly proportionate to their position on the salary schedule. Employees hired after the beginning of the school year that work 95 or more days shall advance a full step if employed for the next school year. Employees hired after the beginning of the school year and work less than 95 days shall remain on the step hired if employed for the next school year.

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he or she shall file suitable evidence of additional educational credit with the Superintendent.

All professional employees shall be paid on a twelve month basis, per contract agreement.

Employees shall be paid in one installment on the twentieth (20th) day of each calendar month, unless such date falls on a Saturday or Sunday, then pay will be on the business day prior to the twentieth (20th) with the exception of September. Calendar years when the twentieth (20th) of September falls on Saturday or Sunday, then pay will be on the following business day. Employees shall receive their checks directly into their bank accounts or at their regular building and on regular school days unless otherwise designated, in writing, by the employee.

The regular salary schedule as set forth in Schedule A is based upon the regular in-school work year of one hundred ninety (190) days. Any employee whose assignment exceeds the regular employee in-school work year will be granted additional compensation as follows: The extended work year shall be at a per diem rate and the extended work days shall be paid at the per diem rate. For example, if the work year is one hundred ninety (190) days, then someone contracted for two hundred (200) days shall receive ten (10) times the regular salary divided by one hundred ninety (190).

Teacher members of the District's Teacher Quality Committee shall be compensated with a stipend of \$260 annually to complete the duties of this committee.

ARTICLE #7 – SUPPLEMENTAL PAY

The Board and Association agree that the extra-curricular activities and classification assignments as listed in Schedule "C-1" and "C-2," are official school sponsored activities.

Supplemental and extra duty assignments shall be compensated according to the rate of pay as

stipulated in Schedule "B".

At the beginning of each school year, each employee on the extra-curricular schedule shall advance one step until he or she reaches the top of the schedule.

Employees new to the system shall receive up to ten (10) years credit for previous outside related extra-curricular experience. More years may be added at the discretion of the employer.

Employees returning to the system or returning to extra-curricular positions shall receive full credit for all prior related experience in Knoxville.

ARTICLE #8- SICK LEAVE

Employees may use personal sick leave when they are physically unable to work due to illness. Employees can accumulate a maximum of 105 sick days at any given time. Licensed employees will be granted fifteen (15) days of sick leave in their first year of employment and each year thereafter. "Day" is defined as one work day regardless of full-time or part-time status of the employee. A new employee will report for work at least one full work day prior to receiving sick leave benefits. A returning employee will be granted the appropriate number of days at the beginning of each fiscal year. The minimum unit of usage of accumulated sick leave shall be one-half (1/2) day. The Board of Education may, at its discretion, require such reasonable evidence as it may desire confirming the necessity for such sick leave or absence.

Pregnancies shall be treated as any other medically related disability and will be covered by sick leave while the employee is physically unable to work.

NOTE: It is hereby understood by both parties that effective July 1, 1984, coverage for Long Term Disability Insurance shall become effective on the first day following the full use of the individual employee's accumulated sick leave, with no further waiting period.

ARTICLE #9 - TEMPORARY LEAVE OF ABSENCE

Employees shall be entitled to the following temporary, non-accumulative leaves of absences with full pay each school year:

Personal Leave: If approved by the immediate supervisor or the Superintendent or his designee, certified personnel shall be granted leave of absence at full pay for personal and legal business that cannot be conducted when school is not in session.

Said leave shall not exceed two (2) days per year unless there is unused leave from the previous year. Unused leave, combined with annual personal leave, may accumulate to a maximum of four (4) days available in a single year. No more than two (2) days may be carried over from the previous year.

At the end of each school year, certified personnel can choose to roll over unused leave as described above or receive a \$100 stipend for each unused day that will be included in their June payroll.

Requests for personal and legal business must be made through the leave request system provided by

the employer at least three (3) days in advance except in emergency situations.

Court Appearance: Any employee who is subpoenaed in any judicial proceeding, except judicial proceedings involving the Association and/or Board of Education, shall be granted leave of absence with full pay for said school work days. Any fees or remuneration the employee receives during such leave shall be turned over to the school district.

Professional: Certified personnel are encouraged to attend a reasonable number of conferences and workshops related to their assignment, visit other schools to view exemplary programs, or attend seminars conducted by colleges, universities or other educational institutions or organizations. Said professional leave shall be at full pay if approved by their immediate supervisor and/or Superintendent. Requests for professional leave should be made at least five (5) working days prior to the time the leave will occur.

Funeral: Certified personnel shall be granted leave of absence at full pay for funerals if approved by the immediate supervisor and/or Superintendent of Schools. In the event of a death in the immediate family or household, certified personnel shall be granted leave of absence at full pay for attendance at funerals and for purposes directly arising out of said death. This policy will be limited to a maximum of five (5) days for each occurrence.

Immediate family or household shall include those persons living in the same household as the employee, whether or not they are related by blood or adoption, and all persons related to the employee to the second degree of consanguinity; defined as spouse, mother, father, sister, brother, child, grandparent, grandchild; whether natural, adopted, or foster; or any of the above "in-laws"; also, the employee's aunt, uncle, niece, and/or nephew.

Certified personnel shall be granted one day of funeral leave in the event of the death of a friend or relative not included in the preceding paragraphs. This leave is limited to one day per occurrence and three days per year. No days shall be carried over to the next year.

Immediate Family Illness: Certified personnel shall be granted leave at full pay for illness in the immediate family if approved by the immediate supervisor and/or the Superintendent of Schools. Immediate family shall be defined as individuals who are considered by the employee to be significant family members. This leave will apply to the annual allocation of personal sick leave and shall not exceed the number of sick leave days granted for the current school year. This leave does not apply to accumulated sick leave.

Association: Up to eight (8) personal equivalent days shall be available for representatives of the Association to attend conferences, conventions or other activities of the local, state and national affiliated organization. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance, except in case of emergency.

The Association will reimburse the school district for the costs of substitutes.

Association members elected to a Unit, State, or National affiliated office shall each have up to three (3) personal equivalent days available for the purpose of conducting the duties of that office. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance,

except in case of emergency. The District will be reimbursed by the appropriate branch of the Association for the cost of required substitutes.

ARTICLE #10 – EXTENDED LEAVES OF ABSENCE

Employees may request extended leaves of absence without pay for a period of time to be terminated at the conclusion of the semester during which the leave commenced or for up to one (1) additional semester following the conclusion of the semester in which the leave commenced. An employee shall file an application to the Superintendent. Extended leaves of absence may be granted for health, or family responsibilities, which may include child nurturing or professional growth. The employee's service will resume in accordance with the leave of absence agreement approved by the Superintendent. Additional leave may be granted at the discretion of the Board. When on extended leave, the employee's interest in the retirement funds and accumulated sick leave shall be frozen.

Placement on the salary schedule shall be frozen unless the employee has qualified for advancement on the salary schedule. While no additional benefits will be provided by the employer during the leave period, the employee may purchase such benefits. At the conclusion of the extended leave of absence the salary of the employee shall be the salary stated on the salary schedule for the step and class for which the employee had qualified at the time of his return from the leave.

Any employee who is granted a leave of absence for a regular school year must indicate a desire to return at the time all other employees sign a contract for the next year.

To be eligible for professional growth leave, an employee must be employed at least three (3) continuous years with the employer.

Employees shall be granted military leave in accordance with Section 29A.28 of the Code of Iowa.

Family Medical Leave Act of 1994: The lawful provisions of the Family Medical Leave Act, in effect as of March 15, 1994, are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement or current policy.

A leave of absence without pay for up to two (2) years shall be granted for the purpose of serving as an elected officer of the State (ISEA) or National (NEA) Association. Return rights will be the same as those in Section A of this article.

ARTICLE #11 – EMPLOYEE WORK YEAR

The in-school work year for employees on a ten (10) month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred ninety (190) days.

The in-school work year shall include those days on which the employee's presence is required. Employees on a ten (10) month basis shall work one additional day, to be used for professional development purposes, making the total work year one hundred ninety-one (191) days if the State of

Iowa allocates funding for Teacher Quality Professional Development that covers the cost of this one (1) per diem paid day.

All regular and extended contracts shall include the following paid holidays:

- a. Labor Day
- b. Thanksgiving
- c. Christmas
- d. New Year's Day
- e. Memorial Day

*The District Calendar will maintain Good Friday as a non-working day unless it is mutually agreed upon by the Association and District to be used as a make up day.

A school calendar shall be issued to the employees at the time of issuing of contracts.

Employee's attendance will not normally be required whenever student attendance is not required due to hazardous driving conditions.

ARTICLE #12 – EMPLOYEE WORKDAY

The normal workday shall begin at 7:45 a.m. and end at 3:30 p.m. On Friday afternoons and days preceding holidays or vacations, teachers may leave after the buses have left their respective building unless there are conferences with parents or students or other scheduled meetings. Employees shall have a daily duty free lunch period of thirty (30) minutes. Every effort will be made to schedule one or more preparation times during an employee work day. The optimum amount of time would be 40 minutes total.

An equivalent of forty-five (45) minutes every two weeks may be set aside by the building principal and/or Superintendent of Schools for building or general faculty meetings. These faculty meetings may be held before or after the regular school day at the discretion of the building principal and/or Superintendent. An agenda is to be prepared and provided one day in advance of the faculty meeting, except in emergency situations. A plan for in-service training that will provide some release time will be implemented.

ARTICLE #13 – EMPLOYEE ASSIGNMENTS

Each employee shall be given notice of his salary schedule placement, tentative class and/or subject assignments for the forthcoming school year not later than thirty (30) days prior to the opening day of school except in case of emergency.

ARTICLE #14 – HEALTH PROVISIONS

All new employees, upon initial employment, shall provide satisfactory evidence of physical fitness to perform assigned duties and freedom from communicable disease. Forms for such purpose shall be provided by the employer. Said physical examination shall be by a doctor of medicine of the employee's choice and shall be filed with the Superintendent of Schools no later than August 15th of

the year they begin employment. Cost of the first physical examination shall be paid by the employee.

Employees whose physical condition may be questioned by the employer shall present satisfactory medical evidence when requested, and the employer shall pay the cost.

ARTICLE #15 – SAFETY PROVISIONS

The employer shall comply with the federal and Iowa Occupational Safety and Health Acts as amended. Any safety or health claim of an employee or the Association, under either of said Acts, shall not also be subject to the grievance procedure set forth in Article #4.

ARTICLE #16 – FAIR DISMISSAL – JUST CAUSE

No employee will be disciplined, suspended, discharged or demoted without just cause. In the event an employee is interviewed by the administration regarding such contemplated disciplinary action, he or she shall have the right, upon request, to have an Association representative present. If an employee or the Association files any legal proceeding, action or claim in any form other than the grievance procedure of this Agreement, then the employer shall not be required to process the same claim under the grievance procedure of Article #4 of this Agreement.

ARTICLE #17 – MANAGEMENT RIGHTS

The parties understand and agree that the management of the Knoxville Community School District and the direction of employees covered by this Agreement are the responsibility of the employer which includes but is not limited to: the right to hire, promote, evaluate, demote, transfer, assign and reassign employees, discipline and discharge employees for proper cause, lay off employees; the right to determine the size and location of school district equipment and facilities; the right to determine and implement methods, means and personnel by which the employer's operations are conducted; and the right to establish and require employees to observe reasonable rules and regulations.

The right, power, authorities and duties set forth above are subject only to such limitations as are expressly set forth in this Agreement.

ARTICLE #18 – COMPLIANCE CLAUSES AND DURATION

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement either party shall do so in writing with the means of confirmation of receipt. The following designated addresses or school emails may be designated by a party in written notification to the other party.

1. If by Association to the Board at 418 S Park Lane Drive, Knoxville, IA 50138.

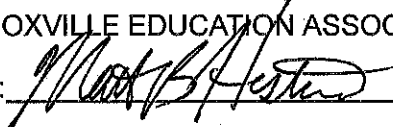
2. If by Board to the Association at PO Box 592, Knoxville, IA 50138.

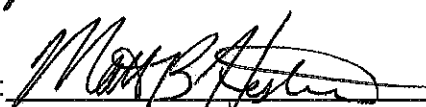
At the request of either party, negotiations of the Master Contract shall be reopened prior to the expiration of the current contract. Such requests shall be made in writing at least ten (10) days prior to the opening of negotiations.

The duration of this contract is for two years.

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 23rd day of February, 2026.

KNOXVILLE EDUCATION ASSOCIATION

BY:  (President)

BY:  (Chief Negotiator)

AND

KNOXVILLE COMMUNITY SCHOOL DISTRICT

BY:  (President)

BY:  (Chief Negotiator)

2026-2027 Salary Schedule

	BA	BA +12	BA + 24	BA + 45/MA	MA + 15	MA + 30
0	\$31,650.00	\$32,599.50	\$33,549.00	\$34,498.50	\$35,448.00	\$36,397.50
	\$39,779.00	\$40,728.50	\$41,678.00	\$42,627.50	\$43,577.00	\$44,526.50
1	\$32,916.00	\$33,903.48	\$34,890.96	\$35,878.44	\$36,865.92	\$37,853.40
	\$41,045.00	\$42,032.48	\$43,019.96	\$44,007.44	\$44,994.92	\$45,982.40
2	\$34,182.00	\$35,207.46	\$36,232.92	\$37,258.38	\$38,283.84	\$39,309.30
	\$42,311.00	\$43,336.46	\$44,361.92	\$45,387.38	\$46,412.84	\$47,438.30
Hiring Step 3	\$35,448.00	\$36,511.44	\$37,574.88	\$38,638.32	\$39,701.76	\$40,765.20
	\$43,577.00	\$44,640.44	\$45,703.88	\$46,767.32	\$47,830.76	\$48,894.20
	\$51,289.00	\$51,810.84	\$52,332.68	\$52,854.52	\$53,376.36	\$53,898.20
4	\$36,714.00	\$37,815.42	\$38,916.84	\$40,018.26	\$41,119.68	\$42,221.10
	\$44,843.00	\$45,944.42	\$47,045.84	\$48,147.26	\$49,248.68	\$50,350.10
	\$51,565.00	\$52,087.62	\$52,610.24	\$53,132.86	\$53,655.48	\$54,178.10
5	\$37,980.00	\$39,119.40	\$40,258.80	\$41,398.20	\$42,537.60	\$43,677.00
	\$46,109.00	\$47,248.40	\$48,387.80	\$49,527.20	\$50,666.60	\$51,806.00
	\$51,841.00	\$52,364.40	\$52,807.80	\$53,411.20	\$53,934.60	\$54,458.00
6	\$39,246.00	\$40,423.38	\$41,600.76	\$42,778.14	\$43,955.52	\$45,132.90
	\$47,375.00	\$48,552.38	\$49,729.76	\$50,907.14	\$52,084.52	\$53,261.90
	\$52,117.00	\$52,641.18	\$53,165.36	\$53,689.54	\$54,213.72	\$54,737.90
7	\$40,512.00	\$41,727.36	\$42,942.72	\$44,158.08	\$45,373.44	\$46,588.80
	\$48,641.00	\$49,856.36	\$51,071.72	\$52,287.08	\$53,502.44	\$54,717.80
	\$52,393.00	\$52,917.96	\$53,442.92	\$53,967.88	\$54,492.84	\$55,017.80
8	\$41,778.00	\$43,031.34	\$44,284.68	\$45,538.02	\$46,791.36	\$48,044.70
	\$49,907.00	\$51,160.34	\$52,413.68	\$53,667.02	\$54,920.36	\$56,173.70
	\$52,669.00	\$53,194.74	\$53,720.48	\$54,246.22		
9	\$43,044.00	\$44,335.32	\$45,626.64	\$46,917.96	\$48,209.28	\$49,500.60
	\$51,173.00	\$52,464.32	\$53,755.64	\$55,046.96	\$56,338.28	\$57,629.60
	\$52,945.00	\$53,471.52				
10	\$44,310.00	\$45,639.30	\$46,968.60	\$48,297.90	\$49,627.20	\$50,956.50

	\$52,439.00	\$53,768.30	\$55,097.60	\$56,426.90	\$57,756.20	\$59,085.50
	\$53,221.00					
11	\$45,576.00	\$46,943.28	\$48,310.56	\$49,677.84	\$51,045.12	\$52,412.40
	\$53,705.00	\$55,072.28	\$56,439.56	\$57,806.84	\$59,174.12	\$60,541.40
12	\$46,842.00	\$48,247.26	\$49,652.52	\$51,057.78	\$52,463.04	\$53,868.30
	\$54,971.00	\$56,376.26	\$57,781.52	\$59,186.78	\$60,592.04	\$61,997.30
13	\$47,633.25	\$49,551.24	\$50,994.48	\$52,437.72	\$53,880.96	\$55,324.20
	\$55,762.25	\$57,680.24	\$59,123.48	\$60,566.72	\$62,009.96	\$63,453.20
14	\$48,424.50	\$50,855.22	\$52,336.44	\$53,817.66	\$55,298.88	\$56,780.10
	\$56,553.50	\$58,984.22	\$60,465.44	\$61,946.66	\$63,427.88	\$64,909.10
15	\$49,215.75	\$52,159.20	\$53,678.40	\$55,197.60	\$56,716.80	\$58,236.00
	\$57,344.75	\$60,288.20	\$61,807.40	\$63,326.60	\$64,845.80	\$66,365.00
	\$63,571.75	\$64,132.20	\$64,663.40	\$65,194.60	\$65,725.80	
16	\$50,007.00	\$52,950.45	\$54,469.65	\$56,922.53	\$58,489.20	\$60,055.88
	\$58,136.00	\$61,079.45	\$62,598.65	\$65,051.53	\$66,618.20	\$68,184.88
	\$63,838.00	\$64,398.45	\$64,929.65	\$65,480.03		
17	\$50,798.25	\$53,741.70	\$55,260.90	\$57,713.78	\$59,280.45	\$60,847.13
	\$58,927.25	\$61,870.70	\$63,389.90	\$65,842.78	\$67,409.45	\$68,976.13
	\$64,104.25	\$64,664.70	\$65,195.90			
18	\$51,589.50	\$54,532.95	\$56,052.15	\$58,505.03	\$60,071.70	\$61,638.38
	\$59,718.50	\$62,661.95	\$64,181.15	\$66,634.03	\$68,200.70	\$69,767.38
	\$64,370.50	\$64,930.95	\$65,462.15			
19	\$52,380.75	\$55,324.20	\$56,843.40	\$59,296.28	\$60,862.95	\$62,429.63
	\$60,509.75	\$63,453.20	\$64,972.40	\$67,425.28	\$68,991.95	\$70,558.63
	\$64,636.75	\$65,197.20	\$65,728.40			
20	\$53,172.00	\$56,115.45	\$57,634.65	\$60,087.53	\$61,654.20	\$63,220.88
	\$61,301.00	\$64,244.45	\$65,763.65	\$68,216.53	\$69,783.20	\$71,349.88
	\$64,903.00	\$65,463.45				
21	\$53,963.25	\$56,906.70	\$58,425.90	\$60,878.78	\$62,445.45	\$64,012.13
	\$62,092.25	\$65,035.70	\$66,554.90	\$69,007.78	\$70,574.45	\$72,141.13

	\$65,169.25	\$65,729.70				
22	\$54,754.50	\$57,697.95	\$59,217.15	\$61,670.03	\$63,236.70	\$64,803.38
	\$62,883.50	\$65,826.95	\$67,346.15	\$69,799.03	\$71,365.70	\$72,932.38
	\$65,435.50					
23	\$55,545.75	\$58,489.20	\$60,008.40	\$62,461.28	\$64,027.95	\$65,594.63
	\$63,674.75	\$66,618.20	\$68,137.40	\$70,590.28	\$72,156.95	\$73,723.63
	\$65,701.75					
24	\$56,337.00	\$59,280.45	\$60,799.65	\$63,252.53	\$64,819.20	\$66,385.88
	\$64,466.00	\$67,409.45	\$68,928.65	\$71,381.53	\$72,948.20	\$74,514.88
	\$65,968.00					
25	\$57,128.25	\$60,071.70	\$61,590.90	\$64,043.78	\$65,610.45	\$67,177.13
	\$65,257.25	\$68,200.70	\$69,719.90	\$72,172.78	\$73,739.45	\$75,306.13
	\$66,234.25					
26	\$57,919.50	\$60,862.95	\$62,382.15	\$64,835.03	\$66,401.70	\$67,968.38
	\$66,048.50	\$68,991.95	\$70,511.15	\$72,964.03	\$74,530.70	\$76,097.38
	\$66,500.50					
27	\$58,710.75	\$61,654.20	\$63,173.40	\$65,626.28	\$67,192.95	\$68,759.63
	\$66,839.75	\$69,783.20	\$71,302.40	\$73,755.28	\$75,321.95	\$76,888.63
28	\$59,502.00	\$62,445.45	\$63,964.65	\$66,417.53	\$67,984.20	\$69,550.88
	\$67,631.00	\$70,574.45	\$72,093.65	\$74,546.53	\$76,113.20	\$77,679.88
29	\$60,293.25	\$63,236.70	\$64,755.90	\$67,208.78	\$68,775.45	\$70,342.13
	\$68,422.25	\$71,365.70	\$72,884.90	\$75,337.78	\$76,904.45	\$78,471.13
30	\$61,084.50	\$64,027.95	\$65,547.15	\$68,000.03	\$69,566.70	\$71,133.38
	\$69,213.50	\$72,156.95	\$73,676.15	\$76,129.03	\$77,695.70	\$79,262.38
31	\$61,875.75	\$64,819.20	\$66,338.40	\$68,791.28	\$70,357.95	\$71,924.63
	\$70,004.75	\$72,948.20	\$74,467.40	\$76,920.28	\$78,486.95	\$80,053.63
32	\$62,667.00	\$65,610.45	\$67,129.65	\$69,582.53	\$71,149.20	\$72,715.88
	\$70,796.00	\$73,739.45	\$75,258.65	\$77,711.53	\$79,278.20	\$80,844.88
33	\$63,458.25	\$66,401.70	\$67,920.90	\$70,373.78	\$71,940.45	\$73,507.13
	\$71,587.25	\$74,530.70	\$76,049.90	\$78,502.78	\$80,069.45	\$81,636.13

34	\$64,249.50	\$67,192.95	\$68,712.15	\$71,165.03	\$72,731.70	\$74,298.38
	\$72,378.50	\$75,321.95	\$76,841.15	\$79,294.03	\$80,860.70	\$82,427.38
35	\$65,040.75	\$67,984.20	\$69,503.40	\$71,956.28	\$73,522.95	\$75,089.63
	\$73,169.75	\$76,113.20	\$77,632.40	\$80,085.28	\$81,651.95	\$83,218.63
36	\$65,832.00	\$68,775.45	\$70,294.65	\$72,747.53	\$74,314.20	\$75,880.88
	\$73,961.00	\$76,904.45	\$78,423.65	\$80,876.53	\$82,443.20	\$84,009.88
37	\$66,623.25	\$69,566.70	\$71,085.90	\$73,538.78	\$75,105.45	\$76,672.13
	\$74,752.25	\$77,695.70	\$79,214.90	\$81,667.78	\$83,234.45	\$84,801.13
38	\$67,414.50	\$70,357.95	\$71,877.15	\$74,330.03	\$75,896.70	\$77,463.38
	\$75,543.50	\$78,486.95	\$80,006.15	\$82,459.03	\$84,025.70	\$85,592.38
39	\$68,205.75	\$71,149.20	\$72,668.40	\$75,121.28	\$76,687.95	\$78,254.63
	\$76,334.75	\$79,278.20	\$80,797.40	\$83,250.28	\$84,816.95	\$86,383.63
40	\$68,997.00	\$71,940.45	\$73,459.65	\$75,912.53	\$77,479.20	\$79,045.88
	\$77,126.00	\$80,069.45	\$81,588.65	\$84,041.53	\$85,608.20	\$87,174.88
41	\$69,788.25	\$72,731.70	\$74,250.90	\$76,703.78	\$78,270.45	\$79,837.13
	\$77,917.25	\$80,860.70	\$82,379.90	\$84,832.78	\$86,399.45	\$87,966.13
42	\$70,579.50	\$73,522.95	\$75,042.15	\$77,495.03	\$79,061.70	\$80,628.38
	\$78,708.50	\$81,651.95	\$83,171.15	\$85,624.03	\$87,190.70	\$88,757.38
43	\$71,370.75	\$74,314.20	\$75,833.40	\$78,286.28	\$79,852.95	\$81,419.63
	\$79,499.75	\$82,443.20	\$83,962.40	\$86,415.28	\$87,981.95	\$89,548.63
44	\$72,162.00	\$75,105.45	\$76,624.65	\$79,077.53	\$80,644.20	\$82,210.88
	\$80,291.00	\$83,234.45	\$84,753.65	\$87,206.53	\$88,773.20	\$90,339.88
45	\$72,953.25	\$75,896.70	\$77,415.90	\$79,868.78	\$81,435.45	\$83,002.13
	\$81,082.25	\$84,025.70	\$85,544.90	\$87,997.78	\$89,564.45	\$91,131.13

2026-2027 Supplemental Salary Schedule

	31650						
	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS G
0	\$949.50	\$1,424.25	\$2,057.25	\$2,373.75	\$2,532.00	\$3,798.00	\$5,064.00
1	\$1,076.10	\$1,550.85	\$2,183.85	\$2,500.35	\$2,658.60	\$3,924.60	\$5,222.25
2	\$1,202.70	\$1,677.45	\$2,310.45	\$2,626.95	\$2,785.20	\$4,051.20	\$5,380.50
3	\$1,329.30	\$1,804.05	\$2,437.05	\$2,753.55	\$2,911.80	\$4,177.80	\$5,538.75
4	\$1,455.90	\$1,930.65	\$2,563.65	\$2,880.15	\$3,038.40	\$4,304.40	\$5,697.00
5	\$1,582.50	\$2,057.25	\$2,690.25	\$3,006.75	\$3,165.00	\$4,431.00	\$5,855.25
6	\$1,709.10	\$2,183.85	\$2,816.85	\$3,133.35	\$3,291.60	\$4,557.60	\$6,013.50
7	\$1,835.70	\$2,310.45	\$2,943.45	\$3,259.95	\$3,418.20	\$4,684.20	\$6,171.75
8	\$1,962.30	\$2,437.05	\$3,070.05	\$3,386.55	\$3,544.80	\$4,810.80	\$6,330.00
9	\$2,088.90	\$2,563.65	\$3,196.65	\$3,513.15	\$3,671.40	\$4,937.40	\$6,488.25

Categories for non-coaching license positions

CLASS SPONSORS (A)	CLUB SPONSORS (B)	CO-CURRICULAR (C)
Prom Graduation National Honor Society	KHS Student Senate Art Club Science Club Camera Club E-Sports Club GSA Club KMS Yearbook Spanish Club Manufacturing Business FCCLA	Academic Special Olympics Mock Trial FFA Speech Debate Color Guard Drumline KHS Yearbook Drama Dance Team Cheerleading

Rationales for the classifications:

- **Non-coaching license positions:**

- **Class Sponsors (Class A):** these groups are meeting to plan an event. These groups meet during the school day (contract time) and outside of contract time to plan and execute all details associated with the event.
- **Club Sponsors (Class B):** these groups have ongoing activities with their groups throughout the year. These groups can meet during the school day, but they must also meet at least once a month for 30 minutes outside of contract time, keep a log of minutes/activities and attendance of students at meetings, plan and execute a service project to be done before July 31 of the school year, and submit a final report of yearly activities to the Activities Director and/or building principal.
- **Co-Curricular (Class C):** these groups meet all of the requirements of a Club Sponsor and also have to participate in at least one contest/competition during the course of a school year.

Categories for BOEE Coaching License Positions

7-12 HEAD OF PROGRAM COACH (G)	9-12 HEAD OF PROGRAM COACH (F)	9-12 ASSISTANT COACH (E)	7-8 COACH (D)	7-8 ASSISTANT COACH (C)
Cross Country	Summer Strength & Conditioning	Football	Cross Country	Football
Football	Golf	Volleyball	Football	Volleyball
Volleyball	Soccer	Basketball	Volleyball	Basketball
Basketball	Tennis	Wrestling	Basketball	Wrestling
Wrestling	Bowling	Bowling	Wrestling	Track
Track	Dance Team	Golf	Track	Baseball
Baseball	Cheerleading	Soccer	Baseball	Softball
Softball		Tennis	Softball	
Special Olympics		Track		
		Baseball		
		Softball		

- **Other Coaching/Sponsor positions: (expectations found in KCS D Coaches Handbook)**

- **7-12 Head of Program Coach (Class G):** this activity is offered at the middle school and high school levels.
- **9-12 Head of Program Coach (Class F):** this activity is offered at the high school level only.

- **9-12 Program Assistant Coach (Class E):** assistant coaches to an activity that is only offered at the high school level.
- **7-8 Coach (Class D):** coach/sponsor of an activity that is offered at the middle school level.
- **7-8 Assistant Coach (Class C):** assistant coach of an activity that is offered at the middle school level.

Categories for music positions outside contract hours

HS Instrumental (Class G)	HS Vocal (Class G)	MS Instrumental (Class D)	MS Vocal (Class A)
*Marching Band Summer rehearsals *Nationals parade *Band Camp *Jazz Band practices and competitions *Concert Band performances (4) *Pep Band performances (5) *Honor band audition days (2) *Honor Bands (4-5) *Living Windows *State Solo/Ensemble Festival *Lessons that cannot be scheduled during the school day	*Combined choir rehearsals *Chamber Choir Performances (20) *Concert Choir Performances (5) *Honor Choirs (5) *State Solo/Ensemble Festival/Large Group *Lessons that cannot be scheduled during the school day *Assist with Musical *SCC Honor Choir *Living Windows *Knoxville Community Choir Winter Concert Collaboration *OPUS & All-State	*Beginning Band Parent Mtg *Beginning Band Instrument Rental Night *Homecoming Parade *Jazz Band Practices *Concert Performances (3) *MS Drumline Rehearsals *Honor Band audition day (1) *Honor Bands (5) *Hosting SCC MS Honor Band *Solo & Ensemble Contest *MS Large Group Contest *Lessons that cannot be scheduled during the school day	*Choir Performances (2) *SCC MS Honor Choir *Asst w/KHS Choir Performances *Lessons that cannot be scheduled during the school day

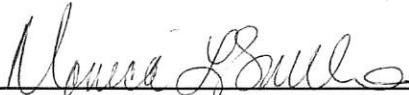


To: KEA & Knoxville Board of Education
From: KEA/KCSD Negotiations Team
Date: February 23, 2026
RE: 2026-2028 Proposed Master Contract

The negotiations team has come to a tentative agreement on the following areas of the Master Contract and ask that KEA members ratify this proposal and for KCSD Board approval.

1. The Board of Education will extend the duration of the Master Contract between KEA and KCSD through June 2028, as it currently exists, with the following exceptions:
2. 2026-2027 SALARY SCHEDULE "A":
 - a. Increase the base by \$450
 - b. Increase base TSS by \$561 per FTE
 - c. BA Step 0: \$39,779.00 Hiring Base: \$51,289.00
 - d. Current employees under Master Contract will receive a step of experience
3. 2026-2027 SALARY SCHEDULE "B":
 - a. Base: \$31,650
4. [MOU 2026-2027](#) will replace [MOU 2025-2026](#)
5. Proposed [Master Contract](#)

The Knoxville Board of Education approved this agreement on February.



Monica Sullivan, Board President

2-23-26

Date



Cassi Pearson, Superintendent

2-23-26

Date

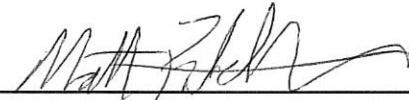
The Knoxville Education Association approved this agreement on February .



Matt Heston, Chief Negotiator/President

2-24-26

Date



Matt Ritchhart, KEA Vice President

2-23-26

Date