

Master Contract

Agreement between the
Cherokee Community School District
and the
Cherokee Education Association
for the 2026-2031 School Years

*Salary negotiations will reopen annually



1. Base wage increase of \$1402. The classifications are raised as follows:

Step 1	BA	BA12	BA24	MA	MA15	MA30
	\$39,610	\$40,870	\$42,130	\$43,390	\$44,650	\$45,910

2. Schedule B classifications shall have the following percentages in year one of the base wage:

Basketball

Varsity	15.50%
Assistant/JV	11.50%
9 th	10.50%
8 th	5.75%
7 th	5.75%

Baseball/Softball

Varsity	15.50%
Assistant/JV	11.50%
9 th	10.50%

Football

Varsity	15.50%
Assistant Varsity	11.50%
10 th /JV	11.50%
9 th	10.50%
8 th	5.75%
7 th	5.75%

Track

Varsity	15.50%
Varsity Assistant	11.50%
8 th	5.75%
7 th	5.75%

Volleyball

Varsity	15.50%
Assistant/JV	11.50%
9 th	10.50%
8 th	5.75%
7 th	5.75%

Wrestling

Varsity	15.50%
Varsity Assistant	11.50%
MS Wrestling	5.75%

Golf-Varsity	12.00%
Tennis – Varsity	12.00%
X-Country – Varsity	12.00%
Assistant X-Country	9.00%
VHS Weights	8.50%

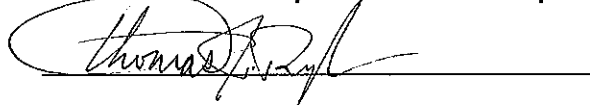
Music

WHS Instrumental	15.00%
CMS Instrumental	8.50%
WHS Vocal	15.00%
CMS Vocal 7 th /8 th	4.00%
CMS Vocal 5 th /6 th	4.00%

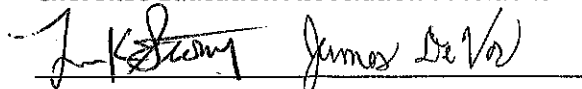
Other

CMS Art Club	2.50%
Elem Student Council	1.50%
CMS-WHS Book/Newspaper Club	0.50%
Individual Speech	9.00%
Group Speech	9.00%
Asst. Individual Speech	5.50%
Asst. Group Speech	5.50%
Jets/Chess Club	1.50%
WHS Play Director (each)	4.50%
CMS Play Director	3.50%
Drill Team	3.00%
Yearbook	4.50%
Prom	3.00%
Football Cheerleader (9-12)	3.00%
Basketball Cheerleader (9-12)	3.00%
Wrestling Cheerleader (9-12)	3.00%
Spanish Club	3.00%
Art Club	4.00%
FCCLA/Skills USA/FBLA	3.00%
FFA	4.50%
WHS FTC Head Coach	5.50%
WHS FTC Assistant Coach	1.00%
WHS Student Council	4.50%
CMS Student Council	4.50%
CMS Lego League/Braves Mentor	1.50%
CMS Hawkeyes	1.00%
Special Olympics	3.00%
E-Sports	5.50%
The Hub	5.50%
NHS	1.50%

Cherokee Community School District - Superintendent



Cherokee Education Association-President



*The board has not decided upon the future use or application of a salary schedule. It will be the subject of study as we head into new economic times and new times with employment practices.

Cherokee Community School District
2026-27
Salary Schedule Beginning July 1, 2026

Step	BA	BA 12	BA 24	MA	MA 15	MA 30
1	39,610	40,870	42,130	43,390	44,650	45,910
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	46,260	47,520	48,780	50,040	51,300	52,560
2	40,870	42,130	43,390	44,650	45,910	47,170
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	47,520	48,780	50,040	51,300	52,560	53,820
3	42,130	43,390	44,650	45,910	47,170	48,430
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	48,780	50,040	51,300	52,560	53,820	55,080
4	43,390	44,650	45,910	47,170	48,430	49,690
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	50,040	51,300	52,560	53,820	55,080	56,340
5	44,650	45,910	47,170	48,430	49,690	50,950
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	51,300	52,560	53,820	55,080	56,340	57,600
6	45,910	47,170	48,430	49,690	50,950	52,210
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	52,560	53,820	55,080	56,340	57,600	58,860
7	47,170	48,430	49,690	50,950	52,210	53,470
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	53,820	55,080	56,340	57,600	58,860	60,120
8	48,430	49,690	50,950	52,210	53,470	54,730
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	55,080	56,340	57,600	58,860	60,120	61,380
9	49,690	50,950	52,210	53,470	54,730	55,990
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	56,340	57,600	58,860	60,120	61,380	62,640
10	50,950	52,210	53,470	54,730	55,990	57,250
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	57,600	58,860	60,120	61,380	62,640	63,900
11	52,210	53,470	54,730	55,990	57,250	58,510
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	58,860	60,120	61,380	62,640	63,900	65,160
12	53,470	54,730	55,990	57,250	58,510	59,770
TSS	6,650	6,650	6,650	6,650	6,650	6,650
TOTAL	60,120	61,380	62,640	63,900	65,160	66,420
13		55,990	57,250	58,510	59,770	61,030
TSS		6,650	6,650	6,650	6,650	6,650
TOTAL		62,640	63,900	65,160	66,420	67,680
14			58,510	59,770	61,030	62,290
TSS			6,650	6,650	6,650	6,650
TOTAL			65,160	66,420	67,680	68,940
15			59,770	61,030	62,290	63,550
TSS			6,650	6,650	6,650	6,650
TOTAL			66,420	67,680	68,940	70,200
16			59,880	62,290	63,550	64,810
TSS			6,650	6,650	6,650	6,650
TOTAL			66,530	68,940	70,200	71,460
17				63,550	64,810	66,070
TSS				6,650	6,650	6,650
TOTAL				70,200	71,460	72,720
18				64,810	66,070	67,330
TSS				6,650	6,650	6,650
TOTAL				71,460	72,720	73,980
				64,920	66,180	68,320
				6,650	6,650	6,650
				71,570	72,830	74,970

TSS 6,650
Vertical 1,260
Horizontal 1,260
Career 110 Career steps printed in bold.
Career MA 30 2.5% of Base

1. This salary schedule is the guide for issuing contracts for all employees covered by this agreement. The district absorbed Phase I funds, (discontinued in 2009), into the salary schedule.

2. The Phase II portion of the TSS dollars are currently included in non-TSS cells. If Phase II is discontinued, the district will absorb those costs. If TSS funds (excluding Phase II), are adjusted the salary schedule will be changed accordingly.

Cherokee Community School District
Schedule B 2026-27

Generator Base 39,610

Assignment	0-4 Yrs Lane 1 Percentage	5-9 Yrs Lane 2 Percentage	10 yrs & Up Lane 3 Percentage	0-4 Yrs Lane 1 Salary	5-9 Yrs Lane 2 Salary	10 yrs & Up Lane 3 Salary
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Basketball

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Asst./ JV	11.50%	12.00%	12.50%	4555	4753	4951
9th	10.50%	11.00%	11.50%	4159	4357	4555
8th	5.75%	6.00%	6.25%	2278	2377	2476
7th	5.75%	6.00%	6.25%	2278	2377	2476

Baseball/Softball

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Asst./JV	11.50%	12.00%	12.50%	4555	4753	4951
9th	10.50%	11.00%	11.50%	4159	4357	4555

Football

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Asst. Var.	11.50%	12.00%	12.50%	4555	4753	4951
10th/JV	11.50%	12.00%	12.50%	4555	4753	4951
9th	10.50%	11.00%	11.50%	4159	4357	4555
8th	5.75%	6.00%	6.25%	2278	2377	2476
7th	5.75%	6.00%	6.25%	2278	2377	2476

Track

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Var. Asst.	11.50%	12.00%	12.50%	4555	4753	4951
8th	5.75%	6.00%	6.25%	2278	2377	2476
7th	5.75%	6.00%	6.25%	2278	2377	2476

Volleyball

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Asst./JV	11.50%	12.00%	12.50%	4555	4753	4951
9th	10.50%	11.00%	11.50%	4159	4357	4555
8th	5.75%	6.00%	6.25%	2278	2377	2476
7th	5.75%	6.00%	6.25%	2278	2377	2476

Wrestling

Varsity	15.50%	16.00%	16.50%	6140	6338	6536
Var. Asst.	11.50%	12.00%	12.50%	4555	4753	4951
MS Wrestling	5.75%	6.00%	6.25%	2278	2377	2476

Golf - Var.	12.00%	12.50%	13.00%	4753	4951	5149
Tennis - Var.	12.00%	12.50%	13.00%	4753	4951	5149
X-Country Var.	12.00%	12.50%	13.00%	4753	4951	5149
Asst. X-Country	9.00%	9.50%	10.00%	3565	3763	3961
WHS Weights	8.50%	9.00%	9.50%	3367	3565	3763

Music

WHS Instrumental	15.00%	15.50%	16.00%	5942	6140	6338
CMS Instrumental	8.50%	8.75%	9.00%	3367	3466	3565
WHS Vocal	15.00%	15.50%	16.00%	5942	6140	6338
CMS Vocal 7th/8th	4.00%	4.25%	4.50%	1584	1683	1782
CMS Vocal 5th/6th	4.00%	4.25%	4.50%	1584	1683	1782

Other

Ind. Speech	9.00%	9.50%	10.00%	3565	3763	3961
Group Speech	9.00%	9.50%	10.00%	3565	3763	3961
Asst. Ind. Speech	5.50%	6.00%	6.50%	2179	2377	2575
Asst. Group Sp.	5.50%	6.00%	6.50%	2179	2377	2575
Jets/Chess Club	1.50%	1.75%	2.00%	594	693	792
WHS Play Dir. (ea)	4.50%	5.00%	5.50%	1782	1981	2179
CMS Play Dir.	3.50%	4.00%	4.50%	1386	1584	1782
Drill Team	3.00%	3.50%	4.00%	1188	1386	1584
Yearbook	4.50%	5.00%	5.50%	1782	1981	2179
Prom	3.00%	3.50%	4.00%	1188	1386	1584
Football Cheerleader 9-12	3.00%	3.50%	4.00%	1188	1386	1584
Basketball Cheerleader 9-12	3.00%	3.50%	4.00%	1188	1386	1584
Wrestling Cheerleader 9-12	3.00%	3.50%	4.00%	1188	1386	1584
Spanish Club	3.00%	3.50%	4.00%	1188	1386	1584
Art Club	4.00%	4.50%	5.00%	1584	1782	1981
FCCLA/Skills USA/FBLA	4.00%	4.50%	5.00%	1584	1782	1981
FFA	4.50%	5.00%	5.50%	1782	1981	2179
E-Sports	5.50%	6.00%	6.50%	2179	2377	2575
WHS FTC Head Coach	5.50%	6.00%	6.50%	2179	2377	2575
WHS FTC Asst. Coach	1.00%	1.25%	1.50%	396	495	594
WHS St. Council	4.50%	5.00%	5.50%	1782	1981	2179
CMS St. Council	4.50%	5.00%	5.50%	1782	1981	2179
CES St. Council	1.50%	2.00%	2.50%	594	792	990
CMS Lego League	1.50%	1.75%	2.00%	594	693	792
CMS Hawkeyes	1.00%	1.25%	1.50%	396	495	594
CMS Book Club/Newspaper	0.50%	0.75%	1.00%	198	297	396
CMS Art Club	2.50%	2.75%	3.00%	990	1089	1188
Special Olympics	3.00%	3.50%	4.00%	1188	1386	1584
WHS Book Club	0.50%	0.75%	1.00%	198	297	396
NHS	1.50%	1.75%	2.00%	594	693	792
The Hub	5.50%	6.00%	6.50%	2179	2377	2575

Employees with 0-4 years of experience in a specific activity receive the amount under Lane 1.

Employees with 5 or more years of experience in a specific activity receive the amount under Lane 2.

Employees with 10 or more years of experience in a specific activity receive the amount under Lane 3.

Employees newly hired to Schedule B positions shall receive full credit for any previous years of experience as coaches/sponsors in that sport or activity. Experience for activities is credited for coaching/sponsorship at any level in that activity.

Employees continuing in Schedule B assignments for the 1998-99 school year and beyond who may have received a higher percentage for their assignment had the 1997-98 Schedule B remained in effect, shall be "grandfathered" into the this Schedule B and continue to be paid the percent they would have received under the 1997-98 contract. Any new Schedule B assignments for 1998-99 and beyond shall be paid the appropriate percents indicated in this contract.

***The board has not decided upon the future use or application of a salary schedule. It will be the subject of study as we head into new economic times and new times with employment practices.**