

Tentative Agreement
Between
Collins-Maxwell Education Association
And the
Collins-Maxwell Community School District

May 14, 2024

The Association and District Agree to the following:

- \$325 base increase and step movement for 2024-2025.
- Increase minimum salaries to \$47,500 as per House File 2612.
- Increase minimum salaries for teachers with at least 12 years of experience to \$60,000 as per House File 2612.
- Increase payment for up to 2 unused Personal Days to the substitute rate of pay.
- The parties will meet prior to the 2025-26 negotiations to consider revisions to the salary schedule to accommodate further implementation of House File 2612.
- Three-year contract that will expire on June 30, 2027 with reopeners on salary.

Collins-Maxwell EA							
2024-2025							
Step 1	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24
Salary	\$32,874	\$34,189	\$35,504	\$35,833	\$36,819	\$38,134	\$39,469
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$39,263	\$40,578	\$41,893	\$42,222	\$43,208	\$44,523	\$45,858
Step 2							
Salary	\$33,696	\$35,109	\$36,533	\$36,918	\$37,937	\$39,284	\$40,583
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$40,085	\$41,498	\$42,922	\$43,307	\$44,326	\$45,673	\$46,972
Step 3							
Salary	\$34,518	\$36,030	\$37,559	\$38,002	\$39,054	\$40,435	\$41,697
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$40,907	\$42,419	\$43,948	\$44,391	\$45,443	\$46,824	\$48,086
Step 4							
Salary	\$35,340	\$36,950	\$38,588	\$39,087	\$40,172	\$41,586	\$42,812
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$41,729	\$43,339	\$44,977	\$45,476	\$46,561	\$47,975	\$49,201
Step 5							
Salary	\$36,161	\$37,871	\$39,613	\$40,172	\$41,290	\$42,736	\$43,923
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$42,550	\$44,260	\$46,002	\$46,561	\$47,679	\$49,125	\$50,312
Step 6							
Salary	\$36,983	\$38,791	\$40,642	\$41,257	\$42,407	\$43,887	\$45,037
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389

Total	\$43,372	\$45,180	\$47,031	\$47,646	\$48,796	\$50,276	\$51,426
Step 7							
Salary	\$37,805	\$39,712	\$41,668	\$42,342	\$43,525	\$45,037	\$46,152
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$44,194	\$46,101	\$48,057	\$48,731	\$49,914	\$51,426	\$52,541
Step 8							
Salary	\$38,627	\$40,632	\$42,697	\$43,427	\$44,643	\$46,188	\$47,266
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$45,016	\$47,021	\$49,086	\$49,816	\$51,032	\$52,577	\$53,655
Step 9							
Salary	\$39,449	\$41,553	\$43,722	\$44,511	\$45,761	\$47,339	\$48,381
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$45,838	\$47,942	\$50,111	\$50,900	\$52,150	\$53,728	\$54,770
Step 10							
Salary	\$40,271	\$42,473	\$44,751	\$45,596	\$46,878	\$48,489	\$49,492
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$46,660	\$48,862	\$51,140	\$51,985	\$53,267	\$54,878	\$55,881
Step 11							
Salary	\$41,093	\$43,394	\$45,777	\$46,681	\$47,996	\$49,640	\$50,606
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$47,482	\$49,783	\$52,166	\$53,070	\$54,385	\$56,029	\$56,995
Step 12							
Salary	\$41,914	\$44,314	\$46,806	\$47,766	\$49,114	\$50,790	\$51,721
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389

Total	\$48,303	\$50,703	\$53,195	\$54,155	\$55,503	\$57,179	\$58,110
Step 13							
Salary	\$42,736	\$45,235	\$47,832	\$48,851	\$50,231	\$51,941	\$52,835
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$49,125	\$51,624	\$54,221	\$55,240	\$56,620	\$58,330	\$59,224
Step 14							
Salary	\$43,558	\$46,155	\$48,861	\$49,936	\$51,349	\$53,092	\$53,950
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$49,947	\$52,544	\$55,250	\$56,325	\$57,738	\$59,481	\$60,339
Step 15							
Salary	\$44,380	\$47,076	\$49,886	\$51,020	\$52,467	\$54,242	\$55,061
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$50,769	\$53,465	\$56,275	\$57,409	\$58,856	\$60,631	\$61,450
Step 16							
Salary	\$45,202	\$47,996	\$50,915	\$52,105	\$53,585	\$55,393	\$56,175
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$51,591	\$54,385	\$57,304	\$58,494	\$59,974	\$61,782	\$62,564
Step 17							
Salary	\$46,024	\$48,917	\$51,941	\$53,190	\$54,702	\$56,543	\$57,290
TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$52,413	\$55,306	\$58,330	\$59,579	\$61,091	\$62,932	\$63,679
Step 18							
Salary	\$46,845	\$49,837	\$52,970	\$54,275	\$55,820	\$57,694	\$58,404

TSS	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total	\$53,234	\$56,226	\$59,359	\$60,664	\$62,209	\$64,083	\$64,793
Step 19							
Salary		\$50,757	\$53,996	\$60,488	\$56,938	\$58,844	\$59,518
TSS		\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total		\$57,146	\$60,385	\$66,877	\$63,327	\$65,233	\$65,907
Step 20							
Salary		\$51,678	\$55,025	\$56,445	\$58,055	\$59,995	\$60,630
TSS		\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total		\$58,067	\$61,414	\$62,834	\$64,444	\$66,384	\$67,019
Step 21							
Salary		\$52,598	\$56,050	\$57,530	\$59,173	\$61,146	\$61,744
TSS		\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389	\$ 6,389
Total		\$58,987	\$62,439	\$63,919	\$65,562	\$67,535	\$68,133

