

MASTER AGREEMENT

between

KINGSLEY-PIERSON
COMMUNITY SCHOOL

and

KINGSLEY-PIERSON
EDUCATION ASSOCIATION

2026-2027

ARTICLE 1

GENERAL CONTRACT PROVISIONS

A. DEFINITIONS

1. The term “District”, as used in this Agreement, shall mean the Kingsley-Pierson Community School District.
2. The term “Employee”, as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. Included in this bargaining unit shall be all regular and part-time professional employees including: Classroom Teachers K-12, Librarian, Special Teachers, Chapter I Teachers and Guidance Counselor.

ARTICLE 2

WAGES

A. METHOD OF PAYMENT

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th of each month.

2. Exception

When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last, previous working day.

3. Summer Checks

Summer checks shall be direct deposited or mailed to the address designated by the employee unless the employee requests that he or she be allowed to pick up his or her check in person.

B. BASE WAGE

BA	\$50,000
BA+15	Additional \$1,500
BA+30	Additional \$1,500
MA	Additional \$1,500
MA+15	Additional \$1,500

Staff who have completed 12 years of experience in education are to receive a salary of at least \$62,000.

C. SALARY INCREASE

A salary increase of 1%, per Employee FTE, for the 2026-2027 school year.

ARTICLE 3

EXTRA-CURRICULAR PAY

A. EXTRA-CURRICULAR ACTIVITIES

Employees assigned extra-curricular activities shall be compensated in accordance with the Extra-Curricular Salary Schedule below. Prior to assigning employees to the extra-curricular duties listed in the Extra-Curricular Salary Schedule, the District shall seek volunteers from the bargaining unit to fill the position. If the positions cannot be filled on a voluntary basis, the District reserves the right to assign Extra-Curricular duties.

B. EXTRA-CURRICULAR SALARY SCHEDULE

HS Position	Salary	JH Position	Salary
HS Athletic Director	\$5,045.96	JH Athletic Director	\$2,500
High School		Junior High	
Head Football	\$4,083.15	JH Head Football	\$1,743
Head Volleyball	\$4,083.15	JH Head Volleyball	\$1,743
Head Wrestling	\$4,083.15	JH Head Wrestling	\$1,743
Head Boys Basketball	\$4,083.15	JH Head Boys Basketball	\$1,743
Head Girls Basketball	\$4,083.15	JH Head Girls Basketball	\$1,743
Head Baseball	\$4,083.15		
Head Softball	\$4,083.15		
Asst. Football	\$2,702	JH Asst. Football	\$1,220
Asst. Volleyball	\$2,702	JH Asst. Volleyball	\$1,220
Asst. Wrestling	\$2,702	JH Asst. Wrestling	\$1,220
Asst. Boys Basketball	\$2,702	JH Asst. Boys Basketball	\$1,220
Asst. Girls Basketball	\$2,702	JH Asst. Girls Basketball	\$1,220
Asst. Baseball	\$2,702		
Asst. Softball	\$2,702		
Head Boys Track	\$3,470.56	JH Head Boys Track	\$959
Head Girls Track	\$3,470.56	JH Head Girls Track	\$959

Asst. Boys Track	\$2,179	JH Asst. Track	\$648
Asst. Girls Track	\$2,179		
Head Boys Golf	\$2,552.26		
Head Girls Golf	\$2,552.26		
Head Cross Country	\$2,552.26		
Instrumental Music	\$2,702	JH Instrumental Music	\$1,220
Vocal Music	\$1,918	JH Vocal Music	\$959
SR/JR Hi. Sum. Music	\$2,702	JH E-Sports (Per Season)	\$500
Annual Advisor	\$2,963	JH Cheer Sponsor	\$436
Quiz Bowl	\$611		
Contest Speech	\$1,918		
Plays Each	\$1,918		
Musical: Each Person	\$1,395		
Dance Squad	\$2,963		
Cheerleader Sponsor	\$1,657		
E-Sports (Per Season)	\$1,000		

ARTICLE 4

DURATION AND SIGNATURE

A. DURATION

This Agreement shall be effective July 1, 2026, and continue in effect until June 30, 2031.

B. REOPENER CLAUSE

During the term of this agreement, all articles can be open to negotiation, by either party.

C. SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiations chairpersons, and their signatures placed thereon.

FOR THE ASSOCIATION

Laura Boustead
President

FOR THE BOARD

Ron Bahl
Board President

Date: 5/6/26