

Comprehensive Agreement between the Madrid Community School District and the Madrid Education Association

July 1, 2026-June 30, 2028

AGREEMENT

This Agreement is entered into by and between the Madrid Community School District, hereinafter referred to as the "Employer", and the Madrid Education Association, hereinafter referred to as the "Association". Said Agreement represents the complete and final agreement on all items negotiated between the Employer and Association.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Madrid Education Association as the certified exclusive and sole bargaining representative as set forth in the PERB certification instrument (Case No. 803) issued by the PERB on the 25th day of October, 1976.

The unit described in the above certification is as follows:

INCLUDED: All full-time and regular half-time professional non-supervisory Employees, specifically classroom teachers, teacher librarian, guidance counselors, school nurse and all teachers operating under federally funded programs (Title I, II, and III).

EXCLUDED: Superintendent, principals, all non-professional employees and all other persons excluded by Section 4 of the Iowa Public Relations Act.

ARTICLE 2 - BASE WAGES COMPENSATION TEACHING

MADRID COMMUNITY SCHOOL DISTRICT SALARY SCHEDULE WITH TSS

	Class I	Class II	Class III	Class IV
	BA /BS	BA/BS +15	MA/MS	MA/MS +15
Beginner Salary w/ TSS	\$50,000	\$50,000	\$50,000	\$50,000
Years 2-4 Separator	Add \$50 per year with MCSD	Add \$50 per year with MCSD	Add \$50 per year with MCSD	Add \$50 per year with MCSD
5-11 Years Experience Base Multiplier	1.025%	1.05%	1.075%	1.10%
5-11 Years Experience Base w/ TSS	\$51,250	\$52,500	\$53,750	\$55,000
12 Years Experience Base w/ TSS	\$62,000	\$62,000	\$62,000	\$62,000

ARTICLE 3 - BASE WAGES - SUPPLEMENTAL

BASE SALARY:	37,710	
Level	Percent of Salary	Step Increase
Level I	12%	100
Level II	8%	50
Level III	6.00%	50
Level IV	5.50%	50
Level V	5.00%	25
Level VI	See Below	

Girls Strength & Conditioning Coordinator	1200	(\$600 summer & \$600 F, W Sp)	
Boys Strength & Conditioning Coordinator	1200	(\$600 summer & \$600 F, W Sp)	
HS FCCLA	525		575
HS National Honor Society	300		325
HS Student Council	600		650
JH Student Council	250		275
JH Cheerleading Sponsor	350		375
PK-5 Vocal Director (4 after school concerts)	200		
HS Girls Basketball Chaperone	300		
JH Basketball Chaperone	100		
Drill Team	100		
Prom Coordinator	500		
Junior Class Sponsor (3 sponsors @100 each)	300		
HS Color Guard Director (outside school time)	300		
Elementary Concert Supervision	25		
Scorekeeper (away & home games)	25		
Ticket Sellers/Takers	25	(Basketball at 4 contests will be considered as 2 events)	
Running Clock	25		
Pass Gate	25		
Public Address Announcer for Varsity Events	25		
JH or HS Dance Supervision	35		
JH Event Supervision	35		
Elementary PBIS Team Member	50		
Staff members may be paid \$200/school year for administrator approved committees or planning groups that take place outside of the contracted day.			

ARTICLE 4 - DURATION

This agreement shall become effective July 1, 2026 and shall continue in full force and effect without change, except for the sections stated below, until midnight, June 30, 2028 and shall be automatically renewed from year to year thereafter, unless either party gives notice of its desire to modify, amend, or terminate this Agreement as hereinafter provided. This Agreement constitutes the complete and final Agreement between the parties. During the life of this Agreement, neither the Employer nor the Association will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set forth in this Agreement with the following exception:

Signed this 25 day of March, 2026.

Association

Madrid Education Association

Kelli Fajny
By

Association President

Kelli Fajny
By

Chief Negotiator

Association Representative

Employer

Madrid Community School District

[Signature]
By

President, Board of Education

Chelcie Bradley
By

Chief Negotiator

Superintendent of School

Lauren - President
Chelcie - Chief Negotiator