

MASTER CONTRACT BETWEEN
CARROLL COMMUNITY SCHOOL DISTRICT AND
CARROLL EDUCATION ASSOCIATION
2026-27

ARTICLE I BASE WAGES

TEACHERS

BA	BA+15	MA	MA+15	MA+30
\$50,500	\$51,900	\$53,300	\$54,700	\$56,100

NURSES

\$33,143

De-escalator Clause: In the event the Iowa legislature, the governor or the Iowa Department of Education take any action to decrease school funding, TSS funds (including Phase II monies); affect the District's allowable expenditures or impact the District's authority to manage and control its budget, the base wage will automatically be decreased dollar for dollar.

ARTICLE II SUPPLEMENTAL PAY

Base Wage

Volleyball
Head Coach \$5,198
Assistant Coach \$3,341
Middle School Coach \$2,599

Football
Head Coach \$5,198
Assistant Coach \$3,341
Middle School Coach \$2,599

Basketball (Boys and Girls)
Head Coach \$5,198
Junior Varsity Coach \$3,341
Freshman Coach \$3,341
Middle School Coach \$2,599

Wrestling
Head Coach \$5,198
Assistant Coach \$3,341
Middle School Coach \$2,599

Base Wage

Soccer (Boys and Girls)
Head Coach \$4,084
Assistant Coach \$2,970

Swimming (Boys and Girls)
Head Coach \$2,970
Assistant Coach \$2,042

Vocal Music
Grades 9-12 Index .140
Grades 7-8 Index .020
Grades 5-6 Index .010
Grades T2K-4 Index .030

**Supplemental salaries figured on step of the
Individual's lane*

Instrumental Music
Grades 9-12 Index .140
Grades 7-8 Index .020
Grades 5-6 Index .010
Summer Band Lessons Index .100

**Supplemental salaries figured on step of the
Individual's lane*

Base Wage	
<u>Track (Boys and Girls)</u>	
Head Coach	\$4,084
Assistant Coach	\$2,970
Middle School Coach	\$2,228
<u>Cross Country (Boys and Girls)</u>	
Head Coach	\$1,299
Middle School Coach	\$743
<u>Golf (Boys and Girls)</u>	
Head Coach	\$3,713
Assistant Coach	\$2,785
<u>Baseball and Softball</u>	
Head Coach	\$4,827
Assistant Coach	\$3,341
Freshman Coach	\$3,341
<u>Cheerleading</u>	
High School	\$5,430
Middle School	\$2,714
Mock Trial-CMS	\$928
Mock Trial - CHS	\$1,299
History Day-CMS & CHS	\$1,485
Debate	\$1,299
Math Counts	\$928
<u>Weight Room Coordinator</u>	
HS & MS School	\$4,887

Base Wage	
<u>Large Group Speech</u>	
Head Coach	\$2,599
Assistant Coach	\$1,485
<u>Individual Speech</u>	
Head Coach	\$1,856
Assistant Coach	\$1,337
<u>Drama</u>	
Head Coach	\$2,599
Assistant Coach (for plays)	\$1,485
Musical Director (for musicals)	\$1,299
Tiger Vision Media Manager	\$2,005
Prom Coordinator	\$928
CHS Yearbook Advisor	\$2,005
CMS Yearbook	\$557
National Honor Society	\$743
Student Senate High School	\$1,856
Student Senate -Middle	\$1,114
Activity Event Stream Manager	\$3,016
Dance	\$3,341
Senior Class Sponsor	\$1,098
Set Construction	\$1,376
(for each production)	
Medicaid Coordinator	\$10,721
Club Supervisor	\$557
(approved by admin)	
<u>Bowling (Boys and Girls)</u>	
Head Coach	\$2,970

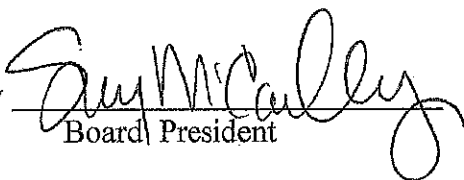
ARTICLE III DURATION

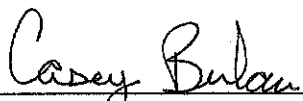
This Agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2030 for everything except wages which will be negotiated annually.

ARTICLE IV SIGNATURE CLAUSE

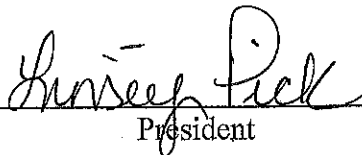
IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective officials and their signatures placed thereon, all on the 27 day of March, 2026.

Carroll Community School District

By 
Board President

By 
Chief Negotiator

Carroll Education Association

By 
President

By 
Chief Negotiator

