



SPIRIT LAKE

2701 Hill Avenue
Spirit Lake, IA 51360

Phone: 712-336-2820

www.spirit-lake.k12.ia.us

AGREEMENT FOR 2026-2027 (FY27)

This agreement is between the Spirit Lake Community School District ("District")
and the Spirit Lake Education Association ("Association") as follows:

- The District will give a 3% increase for FY27.
- The increase will be based on a teacher's individual salary. Determination on increase was made by the Association.
- This includes a 3% increase to the Schedule B base for FY27.
- There is no increase to health insurance, so the family premium amounts will stay the same.
- If there is an increased cost of single dental insurance that will be covered by the District, and the dollar increase will be applied to family premiums.
- The base wage will be \$50,000 as set by the State.

David Smith 3-10-26

Superintendent

Date

Patricia Fenske 3/5/26

President, Spirit Lake
Education Association

Date