

2022-2027

MASTER CONTRACT

Between

The

**FORT MADISON COMMUNITY SCHOOL
DISTRICT**

And

The

**FORT MADISON EDUCATION
ASSOCIATION**

ARTICLE I COMPENSATION

A. Base Schedule 2025-2026

A. BASE SCHEDULE 2025-2026

Generator Base = 38,585

STEP	BA 1	BA+9 2	BA+18 3	BA+27 4	MA 5	MA+15 6	MA+30 7
1	41,672	43,215	44,759	46,302	47,845	49,389	50,932
2	43,215	44,759	46,302	47,845	49,389	50,932	52,476
3	44,759	46,302	47,845	49,389	50,932	52,476	54,019
4	46,302	47,845	49,389	50,932	52,476	54,019	55,562
5	47,845	49,389	50,932	52,476	54,019	55,562	57,106
6	49,389	50,932	52,476	54,019	55,562	57,106	58,649
7	50,932	52,476	54,019	55,562	57,106	58,649	60,193
8	52,476	54,019	55,562	57,106	58,649	60,193	61,736
9	54,019	55,562	57,106	58,649	60,193	61,736	63,279
10	55,562	57,106	58,649	60,193	61,736	63,279	64,823
11	57,106	58,649	60,193	61,736	63,279	64,823	66,366
12		60,193	61,736	63,279	64,823	66,366	67,910
13			63,279	64,823	66,366	67,910	69,453
14				66,366	67,910	69,453	70,996
15				67,910	69,453	70,996	72,540
16						72,540	74,083
17							75,627
CAR INC				71,984	73,620	76,892	80,164

B. Activities Schedule 2025-2026

COACHING

<u>Senior High</u>	1	2	3	4	5	6	7	8
Varsity Football	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Football	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Boys Basketball	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Boys Basketball	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Girls Basketball	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Girls Basketball	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Boys Wrestling	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Boys Wrestling	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
JH/SH Girls Wrestling	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
JH/SH Assistant Girls Wrestling	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Baseball	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Baseball	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Softball	12.44	13.07	13.70	14.33	14.96	15.59	16.22	16.85
Assistant Softball	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Volleyball	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant Volleyball	7.57	8.04	8.51	8.98	9.45	9.92	10.39	10.86
Varsity Boys Track	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant Boys Track	7.57	8.04	8.51	8.98	9.45	9.92	10.39	10.86
Varsity Girls Track	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant Girls Track	7.57	8.04	8.51	8.98	9.45	9.92	10.39	10.86
Varsity Cross Country	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant JH/SH Cross Country	7.57	8.04	8.51	8.98	9.45	9.92	10.39	10.86
Varsity Boys Soccer	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant Boys Soccer	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Girls Soccer	9.29	9.92	10.55	11.18	11.81	12.44	13.07	13.70
Assistant Girls Soccer	8.35	8.82	9.29	9.76	10.23	10.70	11.17	11.64
Varsity Boys Tennis	7.72	8.35	8.98	9.61	10.24	10.87	11.50	12.13
Varsity Girls Tennis	7.72	8.35	8.98	9.61	10.24	10.87	11.50	12.13
Varsity Golf	7.72	8.35	8.98	9.61	10.24	10.87	11.50	12.13
Varsity Cheer	5.19	5.59	5.99	6.39	6.79			
Assistant Cheer	4.94	5.34	5.74	6.14	6.54			

<u>Junior High</u>	1	2	3	4	5	6	7	8	9	10
8 Football	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Football	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Boys Basketball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Boys Basketball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Girls Basketball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Girls Basketball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Boys Wrestling	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80

7 Boys Wrestling	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Boys Track	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Boys Track	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Girls Track	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Girls Track	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
8 Volleyball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7 Volleyball	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80
7/8 Soccer	4.92	5.24	5.56	5.88	6.20	6.52	6.84	7.16	7.48	7.80

OTHER ACTIVITIES

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Summer Athletic Enhancement	-														
(with no Zero Hour)	9.00														
(with Zero Hour)	4.00														
SH Instrumental	8.96	9.23	9.50	9.77	10.04	10.31	10.58	10.85	11.12	11.39	11.66	11.93	12.20	12.47	12.74
SH Vocal	7.85	8.12	8.39	8.66	8.93	9.20	9.47	9.74	10.01	10.28	10.55	10.82	11.09	11.36	11.63
Yearbook	7.85	8.12	8.39	8.66	8.93	9.20	9.47	9.74	10.01	10.28	10.55	10.82	11.09	11.36	11.63
JH Instrumental	7.28	7.55	7.82	8.09	8.36	8.63	8.90	9.17	9.44	9.71	9.98	10.25	10.52	10.79	11.06
JH Vocal	7.01	7.28	7.55	7.82	8.09	8.36	8.63	8.90	9.17	9.44	9.71	9.98	10.25	10.52	10.79
CLC Coordinatory	6.70														
SH Student Government	6.15														
SH Key Club	6.15														
SH Show Choir	5.46														
SH Jazz Band	5.46														
SH Drama	4.17														
JH Student Council	4.15														
Elementary Student Council	4.15														
SH Individual Speech	4.10	4.30	4.50	4.70	4.90	5.10	5.30	5.50	5.70	5.90	6.10	6.30	6.50	6.70	6.90
SH Large Group Speech	4.10	4.30	4.50	4.70	4.90	5.10	5.30	5.50	5.70	5.90	6.10	6.30	6.50	6.70	6.90
SH Dance Team	4.07														
Flag Sponsor	4.07														
Junior Class	4.00														
Senior Class	4.00														
Sophomore Class	2.50														
Asst. Summer Athletic Enhancement	2.50														
FCCLA	1.65														
FPA	1.65														
Skills USA - Automotive	1.65														
Skills USA - Carpentry	1.65														
Skills USA - Welding	1.65														
SH National Honor Society	1.65														
Freshman Class	1.50														
SH Robotics	1.50														
SH Art Club	1.50														
GSA	1.50														
FBLA	1.50														
Child Health Fund	1.27														
Elementary Vocal Music	1.19														
Zero Hour (per semester)	1/15 of generator base														

C. Nursing Schedule

Nursing personnel shall be compensated at an annual rate as per schedule outlined below. Progression shall be through step increases.

Step	Ratio to Teachers' BA Base	
	RN	BSN
1	0.900	1.000
2	0.925	1.025
3	0.950	1.050
4	0.975	1.075
5	1.000	1.100
6	1.025	1.125
7	1.050	1.150
8	1.075	1.175
9	1.100	1.200
10	1.125	1.225
11	1.150	1.250

**ARTICLE II
COMPLIANCE CLAUSES & DURATION**

A. Separability

If any provision of this Agreement shall be declared illegal by a court of competent jurisdiction, then such provision shall be deleted from this Agreement to the extent that it violates the law. The remaining provisions shall remain in full force and effect.

B. Duration

This Agreement shall be in effect from July 1, 2022, to June 30, 2027, except that the parties agree to reopen the Agreement for purposes of negotiating base wages and any other article or provision of the Agreement for each subsequent year of the Agreement, with the changes to be effective July 1 of each subsequent year of the Agreement.

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 negotiators and their signatures placed thereon, all on the 16th day of July, 2025.

Fort Madison Education Association

By Dawn J. [Signature] - Its President

By Rachelle R. Kravis [Signature] - Its Chief Negotiator

Fort Madison Board of Education

By [Signature] - Its President

By [Signature] - Its Chief Negotiator