

MASTER CONTRACT

between the

GUTHRIE CENTER COMMUNITY SCHOOL DISTRICT

and the

GUTHRIE CENTER EDUCATION ASSOCIATION

2026-27

ARTICLE 1: RECOGNITION

Section 1:

The Guthrie Center Community School Board, hereinafter referred to as the "Board," recognizes the Guthrie Center Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full-time and part-time regularly employed certificated personnel as set forth in the amended PERB certification instrument (#2366) issued by the PERB on the 10th day of December 1982.

The unit described in the above certification is as follows:

INCLUDED: counselors, librarians, athletic coaches and assistants, and classroom teachers

EXCLUDED: superintendents, principals, athletic director, aides, secretaries, custodians, maintenance personnel, cooks, bus drivers, business manager, and school nurse

Section 2:

The term "Board," as used in this Agreement, shall mean the Board of Education of the Guthrie-Center Community School District or its duly authorized representative.

Section 3:

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.

Section 4:

The term "Association," as used in this Agreement, shall mean the Guthrie Center Education Association or its duly authorized representatives or agents.

ARTICLE 2: BASE SALARY

The Board and the Association agree that the salary is:

- Base pay for 1-11 years of teaching experience in an accredited school: \$50,000
- Base pay for greater than or equal to 12 years of teaching experience in an accredited school: \$62,000
- Minimum certified increase 2025-26 school year: 2%
- Minimum certified increase 2025-26 school year for teachers with ≥ 20 years of experience: 3%
- Minimum salary for teachers with 8-11 years of teaching experience: \$53,500.

ARTICLE 3: SUPPLEMENTAL PAY

Extra-Curricular Activity Pay Schedule 2026-27

Section 1:

The Board and the Association agree that the extracurricular activities listed in Section 2 are official school-sponsored activities covered by school insurance.

Section 2: Extracurricular Pay

-These are the salaries for sponsors/coaches of extracurricular activities. The Board shall determine if these positions will be filled.

-Extra Curricular Generator Base \$37,850.00

-Eliminate the year 3 column and start all new coaches on year 4 percentages.

Percentage of Generator Base

	Year 4	Year 5
HS Strength/Conditioning	12	12.5
Head Wrestling	12	12.5
Head Football	11.5	12
Head Basketball	11.5	12
Head Baseball	11.5	12
Head Softball	11.5	12
Extracurricular Band	11.5	12
Head Volleyball	9.5	10
FFA Sponsor	9.5	10
JH Extracurricular Band	9.5	10
Assistant Basketball	8.5	9
Head Track	8.5	9
Head Cross Country	8.5	9
Assistant Wrestling	8.5	9
Junior High Strength/Cond	8.5	9
504 Coordinator (7-12)	8	8.5
Building Assist (K-6)	8	8.5
Assistant Baseball	7.5	8
Assistant Softball	7.5	8
Assistant Football	7.5	8
504 Coordinator	7.5	8
Assistant Track	6.5	7
Assistant Cross Country	6.5	7
Assistant Volleyball	6.5	7
School Play	6.5	7
School Play Assistant	-	3
Junior High Speech & Drama	6.5	7
Head Golf	5.5	6
Junior High Wrestling	5.5	6
Junior High Football	5.5	6
Junior High Basketball	5.5	6
Junior High Volleyball	5.5	6
Junior High Baseball	5.5	6
Junior High Softball	5.5	6
Junior High FFA Sponsor	5.5	6
Cheerleader Sponsor	5	5.5
Drill Team Sponsor	5	5.5
Junior High Track	4.5	5
Junior High Cross Country	4.5	5
Individual Speech	4.5	5
Large Group Speech	4.5	5
Assist Large/Sm Speech	4.5	5
Debate	4.5	5
Mock Trial	4.5	5
Vocal Programs	4.5	5
Junior/Sr Class Sponsor3	4.5	5
Annual	4.5	5
Academic Team Coach	4.5	5
Assist JH Speech & Drama	4.5	5
National Honor Society	4.5	5
Varsity BB Concessions	4.5	5
Student Council	4.5	5
School Paper	4	4.5

Junior High Student Council	3.5	4
DECA Sponsor	-	3
FCCLA Sponsor	-	3

ARTICLE 4: DURATION PERIOD

The language in this agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027. During the term of this contract, all articles shall remain in force in the current contract.

ARTICLE 5: FINALITY

This Agreement supersedes and cancels all previous collective bargaining agreements between the Board of Directors of the Guthrie Center Community School District and the Guthrie Center Education Association, unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties and concludes collective bargaining for its term.

ARTICLE 6: SIGNATURE CLAUSE

In witness whereof the parties have caused the Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 30th of April 2026.

GUTHRIE CENTER EDUCATION ASSOCIATION

GUTHRIE CENTER COMMUNITY SCHOOLS

By Kathy Smith
Its President

By Tal Suter
Its President

By Kristi Chance
Its Chief Negotiator

By Josh Rasmussen
Its Chief Negotiator