

MASTER CONTRACT

BETWEEN THE

**GLENWOOD COMMUNITY SCHOOL
DISTRICT**

AND THE

**GLENWOOD EDUCATION
ASSOCIATION**

FOR THE SCHOOL YEAR

2026-2027

ARTICLE I WAGES AND SALARIES

A. 2026-2027 Salary Schedule

	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45 Doct.
<i>Starting Wage</i>	\$50,000.00	\$51,200.00	\$52,400.00	\$53,600.00	\$54,800.00	\$56,000.00	\$57,200.00
<i>Index</i>	1.00	1.06	1.12	1.20	1.25	1.30	1.35
<i>Increase to Wages of Tenured Staff</i>	<u>\$1,200.00</u>	<u>\$1,272.00</u>	<u>\$1,344.00</u>	<u>\$1,440.00</u>	<u>\$1,500.00</u>	<u>\$1,560.00</u>	<u>\$1,620.00</u>

B. Extracurricular Salary Schedule

POSITION	AMOUNT	2026-2027 UNITS
Head High School Coaching Positions		
Baseball - Head	\$6,510.00	21
Basketball - Head Boys	\$6,510.00	21
Basketball - Head Girls	\$6,510.00	21
Cross Country - Head Boys	\$5,270.00	17
Cross Country - Head Girls	\$5,270.00	17
E-Sports		
Football - Head	\$6,510.00	21
Golf - Head Boys	\$4,960.00	16
Golf - Head Girls	\$4,960.00	16
Soccer - Head Boys	\$6,510.00	21
Soccer - Head Girls	\$6,510.00	21
Softball - Head	\$6,510.00	21
Tennis - Head Boys	\$4,960.00	16
Tennis - Head Girls	\$4,960.00	16
Track - Head Boys	\$6,510.00	21
Track - Head Girls	\$6,510.00	21
Volleyball - Head	\$6,510.00	21
Wrestling - Head	\$6,510.00	21

Assistant High School Coaching Positions

Baseball - Asst	\$4,340.00	14
Baseball - Asst	\$4,340.00	14
<i>Open Asst Baseball- Position is based on numbers</i>	\$4,340.00	14
Basketball - Asst Boys	\$4,340.00	14
Basketball - Asst Boys	\$4,340.00	14
Basketball - Asst Girls	\$4,340.00	14
Basketball - Asst Girls	\$4,340.00	14
Cross Country - Asst HS / Head MS Boys	\$3,410.00	11
Cross Country - Asst HS / Head MS Girls	\$3,410.00	11
Football - Asst	\$4,340.00	14
Football - Asst	\$4,340.00	14
Football - Asst	\$4,340.00	14
Football - Asst	\$4,340.00	14
Football - Asst	\$4,340.00	14
Football - Asst	\$4,340.00	14
<i>Open Asst - Any sport (amt can be split between sports)</i>	\$4,340.00	14
Soccer - Asst Boys	\$4,340.00	14
Soccer - Asst Girls	\$4,340.00	14
Softball - Asst	\$4,340.00	14
Softball - Asst	\$4,340.00	14
Softball - Asst	\$4,340.00	14
Track - Asst Boys	\$4,340.00	14
Track - Asst Boys	\$4,340.00	14
Track - Asst Girls	\$4,340.00	14
Track - Asst Girls	\$4,340.00	14
Volleyball - Asst	\$4,340.00	14
Volleyball - Asst	\$4,340.00	14
Wrestling - Asst	\$4,340.00	14
Wrestling - Asst	\$4,340.00	14
Wrestling - Asst	\$4,340.00	14
Summer Weight Room Supervision	\$3,720.00	12
School Year Weight Room Supervisor	\$1,860.00	6

HS Sponsor Positions

Art Club Sponsor	\$2,480.00	8
Band - Head	\$2,480.00	8
Co-Band (<i>only if numbers warrant</i>)	\$620.00	2
Blend Coffee Shop	\$1,240.00	4
Business Professionals of America Sponsor	\$3,100.00	10
Cheerleading Sponsor (<i>with certification</i>)	\$4,960.00	16
<i>OR Cheerleading Sponsor (w/o certification)</i>	\$2,790.00	9
Cheerleading - Assistant	\$2,480.00	8
Dance Team Sponsor	\$2,790.00	9
Dance Team Sponsor - Asst	\$1,860.00	6
E-Sports Sponsor (<i>per season - fall, winter, spring</i>)	\$2,170.00	7

E-Sports Sponsor - Asst (<i>per season - fall, winter, spring</i>)	\$1,240.00	4
FCCLA Sponsor	\$3,100.00	10
FFA Sponsor	\$3,100.00	10
Flag Corps	\$3,100.00	10
Jazz Band	\$4,340.00	14
Jazz Band Assistant (<i>only if numbers warrant</i>)	\$1,240.00	4
Jazz Choir	\$1,550.00	5
Junior Class Sponsors	\$2,480.00	8
Marching Band	\$4,340.00	14
Marching Band - Asst	\$3,100.00	10
Marching Band - Asst	\$3,100.00	10
Musical Theater	\$620.00	2
National Honor Society	\$930.00	3
Pep Band	\$2,480.00	8
Robotics	\$1,860.00	6
Show Choir	\$3,100.00	10
Speech - Individual Events	\$4,340.00	14
Speech - Large Group	\$4,030.00	13
Strategies & Communication Sponsor	\$2,480.00	8
Student Council	\$2,480.00	8
Vocal - Head	\$2,480.00	8
Audio Visual Tech (Video Board)	\$4,650.00	15
Auditorium	\$4,650.00	15
Yearbook	\$4,030.00	13
Vocal - Accompanist	\$5,270.00	17

In years when a play is produced (every other year) the following positions are available:

Fall Play Director	\$2,480.00	8
Assistant Play Director	\$1,240.00	4
Musical Tech/Set Director	\$1,240.00	4

In years when a musical is produced (every other year) the following positions are available:

Fall Musical Director	\$4,030.00	13
Assistant Musical Director	\$2,170.00	7
Vocal Musical Director	\$1,860.00	6
Accompanist	\$1,240.00	4

Head Middle School Coaching Positions

Basketball - Head Middle School Boys 7th	\$3,410.00	11
Basketball - Head Middle School Boys 8th	\$3,410.00	11
Basketball - Head Middle School Girls 7th	\$3,410.00	11
Basketball - Head Middle School Girls 8th	\$3,410.00	11
Football - Head Middle School 7th	\$3,410.00	11
Football - Head Middle School 8th	\$3,410.00	11
Track - Head Middle School Boys 7th	\$3,410.00	11
Track - Head Middle School Boys 8th	\$3,410.00	11

Track - Head Middle School Girls 7th	\$3,410.00	11
Track - Head Middle School Girls 8th	\$3,410.00	11
Volleyball - Head Middle School Girls 7th	\$3,410.00	11
Volleyball - Head Middle School Girls 8th	\$3,410.00	11
Wrestling - Head Middle School	\$3,410.00	11
Core Weight Training	\$1,860.00	6

Assistant Middle School Coaching Positions

Basketball - Asst Middle School Boys	\$2,480.00	8
Basketball - Asst Middle School Boys	\$2,480.00	8
Basketball - Asst Middle School Girls 7th	\$2,480.00	8
Basketball - Asst Middle School Girls 8th	\$2,480.00	8
Football - Asst Middle School	\$2,480.00	8
Football - Asst Middle School	\$2,480.00	8
Football - Asst Middle School	\$2,480.00	8
Football - Asst Middle School	\$2,480.00	8
Volleyball - Asst Middle School	\$2,480.00	8
Volleyball - Asst Middle School	\$2,480.00	8
Wrestling - Asst Middle School	\$2,480.00	8
<i>Open Asst - Any MS sport (amt can be split between sports)</i>	\$2,480.00	8

MS Sponsor Positions

Annual	\$1,240.00	4
MS Art	\$930.00	3
Builders Club	\$930.00	3
MS FCCLA Sponsor	\$2,480.00	8
Instrumental Programs - 6th	\$620.00	2
Instrumental Music Activities - 7th	\$1,860.00	6
Instrumental Music Activities - 8th	\$1,860.00	6
Play	\$1,550.00	5
6th, 7th & 8th Grade Vocal/Music Programs	\$930.00	3
Play Assistant	\$620.00	2
Student Council	\$1,240.00	4
Talent Show	\$1,240.00	4
Talent Show Asst (actually Drama)	\$620.00	2
MS Vocal Activities	\$1,550.00	5

Elementary Positions

Lower Elementary Vocal/Music Programs	\$310.00	1
Math Bee Sponsor	\$930.00	3
Upper Elementary Vocal/Music Programs	\$620.00	2

ARTICLE II
COMPLIANCE CLAUSES AND DURATION

A. Duration Period

This Agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2028, except that the parties agree the master contract shall re-open July 1, 2027, so that the parties may negotiate base wages for the 2027-2028 school year.

B. 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 11th day of March 2026.

GLENWOOD EDUCATION ASSOCIATION


By: Its President


By: Its Chief Negotiator

GLENWOOD BOARD OF EDUCATION


By: Its President


By: Its Chief Negotiator


By: Its Superintendent