

IASB/ISEA 2025-2026 TENTATIVE AGREEMENT SURVEY

Note: The TA Form submitted to the ISEA and IASB should be identical. See the Instructions Tab.

School District:	Hartley-Melvin-Sanborn CSD	Date of TA:	03/15/24	Number of FTEs:	59.00
Person Reporting:	Emma Hamrick				
Telephone #:	712-928-3406	Date of Contract Expiration:	July 31st		
Email Address:	ehmarick@hartley-ms.k12.ia.us				

1.	Indicate Base Wages (See Instructions)	(A) 2024-2025	(B) 2025-2026	(C) \$ CHANGE	(D) % CHANGE	(E) 2026-2027	(F) \$ CHANGE	(G) % CHANGE
	Enter the Base Wage for BA w/TSS	\$47,500	\$50,000	\$2,500	5.26%	\$50,000	\$0	0.00%
	Enter the Base Wage for MA w/TSS	\$47,500	\$50,000	\$2,500	5.26%	\$50,000	\$0	0.00%

2.	Does your district's Master Contract only include base wages?	No
3.	Does your district use a salary schedule?	No
4.	Does your district negotiate salaries each year of the Contract?	One Year Contract

	(A) 2024-2025	(B) 2025-2026	(C) \$ CHANGE	(D) % CHANGE	(E) 2026-2027	(F) \$ CHANGE	(G) % CHANGE	
5.	Salary Cost	\$3,241,433	\$3,450,857	\$209,424	6.46%	\$3,528,902	\$78,045	2.26%
6.	Extra-Curricular/Extra-Duty Pay	\$235,264	\$241,628	\$6,364		\$164,783	-\$76,845	
7.	Total Salary	\$3,476,697	\$3,692,485	\$215,788	6.21%	\$3,693,685	\$1,200	0.03%
8.	Benefits	\$546,163	\$568,010	\$21,847		\$621,770	\$53,760	
9.	FICA*	\$265,967	\$282,475	\$16,508		\$282,567	\$92	
10.	IPERS**	\$328,200	\$348,571	\$20,370		\$348,684	\$113	
11.	Total Package	\$4,617,028	\$4,891,541	\$274,513	5.95%	\$4,946,706	\$55,165	1.13%

*FICA is figured at 7.65%

**Employer IPERS rate is confirmed at 9.44% for 2024-2025 and 2025-2026. This form assumes the rate will not increase for 2026-2027.

Comments:

Amy Orrick HMSEA President
 Pat Enke Hms Sept

PLEASE REPORT WITHIN 24 HOURS OF A TENTATIVE AGREEMENT. ISEA and IASB recommend that teacher associations and districts meet to review and complete this report form. Forms submitted to the ISEA and IASB should be identical. EMAIL SPREADSHEET TO: Marte Brightman (mbrightman@iasb.org) and Jason Enke (jenke@isea.org).

Form Created: 1/29/25