

2026-2029

MASTER CONTRACT

BETWEEN THE

NORTHEAST COMMUNITY

SCHOOL DISTRICT

AND THE

NORTHEAST COMMUNITY

EDUCATION ASSOCIATION

ARTICLE I

WAGES AND SALARIES

- 1.1 The salary of each employee covered by the regular salary schedule is set forth in Appendix A which is attached hereto and made a part of thereof.
- 1.2 Each employee shall be paid in twenty-four (24) equal installments on the fifth (5th) and twentieth (20th) of each month. Employees shall receive their checks at their regular building on regular school days. Employees may choose to have direct deposit of their checks and receive their deposit notice at their regular building on regular school days.
 - A. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.
 - B. Each employee leaving the District shall have the option of receiving all or any part of his/her earned, contracted salary on the last pay period of the in-school work year.
 1. The Board must be notified thirty (30) days in advance of the last pay period of the in-school year.
- 1.3 The extra-curricular activities listed in Appendix B are official school sponsored activities.

ARTICLE II

DURATION OF CONTRACT AND SIGNATURE

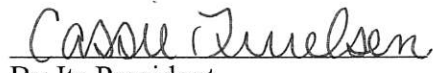
- 2.1 This Agreement shall become effective as of July 1, 2026, and shall continue in effect until June 30, 2029. During each year of the term of this Agreement, Article I – Wages and Salaries – shall be open and subject to negotiations.
- 2.2 In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 25th day of June, 2026.

**NORTHEAST COMMUNITY
EDUCATION ASSOCIATION**


By Its President


By Its Chief Negotiator

NORTHEAST BOARD OF EDUCATION


By Its President


By Its Chief Negotiator

APPENDIX A
2026-2027 Salary Schedule

Base 41,666.67	BA		BA+8		BA +16		MA		MA+8		MA+24	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
Base	1.20	50,000.00	1.21	50,416.67	1.22	50,833.34	1.25	52,083.34	1.26	52,500.00	1.27	52,916.67
Steps 1 - 3		50,000.00		50,416.67		50,833.34		52,083.34		52,500.00		52,916.67
Base	1.21	50,416.67	1.22	50,833.34	1.23	51,250.00	1.26	52,500.00	1.27	52,916.67	1.28	53,333.34
Step 4-6		50,416.67		50,833.34		51,250.00		52,500.00		52,916.67		53,333.34
Base	1.22	50,833.34	1.23	51,250.00	1.24	51,666.67	1.288	53,666.67	1.29	53,750.00	1.368	57,000.00
Steps 7-9		50,833.34		51,250.00		51,666.67		53,666.67		53,750.00		57,000.00
Base	1.23	51,250.00	1.29	53,750.00	1.32	55,000.00	1.4	58,333.34	1.42	59,166.67	1.475	61,458.34
Steps 10-12		51,250.00		53,750.00		55,000.00		58,333.34		59,166.67		61,458.34
Base	1.488	62,000.00	1.49	62,083.34	1.5	62,500.01	1.53	63,750.01	1.54	64,166.67	1.59	66,250.01
Steps 13-16		62,000.00		62,083.34		62,500.01		63,750.01		64,166.67		66,250.01
Base	1.488	62,000.00	1.5	62,500.01	1.51	62,916.67	1.54	64,166.67	1.57	65,416.67	1.63	67,916.67
Steps 17-20		62,000.00		62,500.01		62,916.67		64,166.67		65,416.67		67,916.67
Base	1.488	62,000.00	1.5	62,500.01	1.53	63,750.01	1.55	64,583.34	1.6	66,666.67	1.65	68,750.01
Steps 21 - 23		62,000.00		62,500.01		63,750.01		64,583.34		66,666.67		68,750.01
Base	1.488	62,000.00	1.5	62,500.01	1.53	63,750.01	1.58	65,833.34	1.63	67,916.67	1.682	70,083.34
Steps 24 - 27		62,000.00		62,500.01		63,750.01		65,833.34		67,916.67		70,083.34
Base	1.488	62,000.00	1.5	62,500.01	1.53	63,750.01	1.59	66,250.01	1.64	68,333.34	1.7	70,833.34
Steps 28+		62,000.00		62,500.01		63,750.01		66,250.01		68,333.34		70,833.34

APPENDIX B

2026-2027 SUPPLEMENTAL DUTIES AND PAY

Decimals applied to Appendix B base salary of \$29,955.58

1. High School Sports

Boys Baseball

Head Varsity Coach	0.140
Assistant HS Coach	0.100
Assistant HS Coach	0.100

Girls Softball

Head Varsity Coach	0.140
Assistant HS Coach	0.100
Assistant HS Coach	0.100

Boys Basketball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Girls Basketball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Football

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Boys Track

Head Varsity Coach	0.140
Assistant HS Coach	0.100

Girls Track

Head Varsity Coach	0.140
Assistant HS Coach	0.100

Volleyball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

<u>Boys Wrestling</u>		
Head Varsity Coach		0.160
Assistant HS Coach		0.110
<u>Girls Wrestling</u>		
Head Varsity Coach		0.160
Assistant HS Coach		0.110
<u>Boys/Girls Cross Country</u>		
Head Varsity Coach		0.110
Assistant HS Coach		0.090
<u>Boys Golf</u>		
Head Varsity Coach		0.110
<u>Girls Golf</u>		
Head Varsity Coach		0.110
<u>Boys Soccer</u>		
Head Varsity Coach		0.110
<u>Girls Soccer</u>		
Head Varsity Coach		0.110
Assistant HS Coach		0.090
<u>Cheerleading</u>		
Head Varsity Coach		0.110
Assistant HS Coach		0.070
<u>eSports</u>		
Head Varsity Coach (Fall Season)		0.030
Head Varsity Coach (Spring Season)		0.030
Head Varsity Coach (Late Spring Season)		0.030

2. Middle School Sports

<u>Boys Baseball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Girls Softball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070

Boys Basketball

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Girls Basketball

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Football

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Boys Track

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Girls Track

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Volleyball

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Boys Wrestling

8 th Grade Coach	0.070
7 th Grade Coach	0.070

Girls Wrestling

8 th Grade Coach	0.070
7 th Grade Coach	0.070

3. Other Activities

Bands

Director (Concert Band)	0.035
Pep Band (Football and Basketball games)	0.035
Marching Band	0.035
Jazz Band, (Contest)	0.035

Contest Speech

Director	0.140
Assistant Speech Director	0.070

Drama

Director Play	0.070
Director Musical	0.070
Assistant Drama Director	0.020

Vocal Music

Director Concert Choir	0.035
Swing Choir	0.035
Contest Choir	0.035
Honor Choir	0.035

4. Advisors/Advisers

Annual (The Rebel) Adviser	0.040
Family Consumer Science Advisor	0.020
FBLA and FFA	0.040
Honor Society Advisor	0.020
Industrial Tech Advisor	0.020
Junior Class Advisors (2)	0.020
Music (Elementary)	0.025
Other Club Advisors	0.010
Student Council Advisor (Senior High)	0.070
Student Council Advisor (Middle School)	0.020
Sr. Class Sponsor	0.020
Travel Club Advisor	0.020
SADD Advisor	0.015
TAG Advisor	0.010