

EXIRA-ELK HORN-KIMBALLTON COMMUNITY SCHOOL
Elk Horn, IA ~ Exira, IA

MASTER CONTRACT AGREEMENT
2025-2027

1. PREAMBLE:

The Board of Education of the Exira-Elk Horn-Kimballton Community School District, herein after referred to as the Board, and the Exira-Elk Horn-Kimballton Education Association, herein after referred to as the Association, agree as follows:

2. SALARY SCHEDULE STRUCTURE:

Base Salary – Base salary will be defined as the starting salary, including TSS, for a new teacher to Exira-Elk Horn-Kimballton who is new to the profession. No bargaining unit member will make less than the base salary.

Base Salary +10 – Any teacher earning 10 graduate level credits will receive a one-time increase in pay in addition to any negotiated raise. Teachers eligible for this pay increase should let the district office know by April 1.

Base Salary+20- Any teacher earning 20 graduate level credits will receive a one-time increase in pay in addition to any negotiated raise. Teachers eligible for this pay increase should let the district office know by April 1.

Base Salary +Master's Degree - Any teacher earning a master's degree will receive a one-time increase in pay in addition to any negotiated raise. Teachers eligible for this pay increase should let the district office know by April 1.

3. SCOPE OF NEGOTIATIONS

The board hereby recognizes the Exira-Elk Horn-Kimballton Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the Public Employment Relations Board recertification order. This is a two year agreement with salary able to be negotiated in spring of 2026 as well.

Negotiations will be limited in scope to the base salary, including TSS, the increase in each individual teachers' salary, including TSS

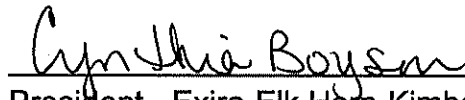
Regular Salary increases for each individual teachers, including TSS, will be an equal amount. Those teachers receiving the increase for Base Salary +10, Base Salary+18 and those receiving the increase for Base Salary+Master's Degree will receive those increases in addition to the regular salary increase.

All salary increases are contingent upon successful completion of the teachers' Individual Career Development Plan. Teachers on an intensive assistance plan will be ineligible for salary increases. The evaluation process will be aligned with the Department of Education procedures.

4. **Base Salary and Salary Increases**

Base Salary for the 2025-2026 school year shall be \$50,000 including TSS. Base salary for teachers that have completed 12 years of teaching shall be \$62,000 including TSS.

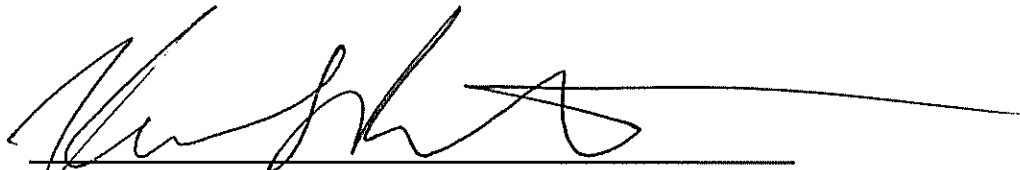
Each eligible teacher shall receive a raise to reach the minimum according to their years of service. The remaining teachers that have met the minimum will receive raises as follows: BA: \$1650, BA+20: \$1782, MA: \$1848. All salaries are computed to FTE.



President - Exira-Elk Horn-Kimballton Education Association

3-24-25

Date



President -Exira-Elk Horn Kimballton School Board

3-24-25

Date