

AUDUBON COMMUNITY SCHOOL
Audubon, Iowa
MASTER CONTRACT AGREEMENT
2026-2027

I. PREAMBLE:

The Board of Education of the Audubon Community School District, hereinafter referred to as the Board, and the Audubon Education Association, hereinafter referred to as the Association, agree as follows:

II. SALARY SCHEDULE STRUCTURE:

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

Base Salary +20 - Any teacher earning 20 graduate level credits will receive a one-time \$1,500 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 level will receive a one-time \$2,000 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 +15 - Any teacher earning a Master's Degree plus earning an additional 15 credits of Master level courses. Teachers eligible for this pay increase should let the district office know by April 1.

III. SCOPE OF NEGOTIATIONS

The Board hereby recognizes the Audubon Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the Public Employment Relations Board recertification order dated November 8, 2021

Negotiations will be limited in scope to the base salary, including TSS, the increase in each individual teachers' salary, including TSS and the generator base for the supplemental pay schedule.

All salary increases are contingent upon successful completion of the teacher's 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.

IV Base Salary and Salary Increases

Base salary for the 2026-2027 school year shall be \$50,000 including TSS. Teachers with 12 years or more of experience will receive a minimum salary of \$62,000 as required by law.

Each eligible teacher shall receive a pay increase, including TSS, for the 2026-2027 school year as follows according to the degree level.

BA: \$1525

BA20: \$1925

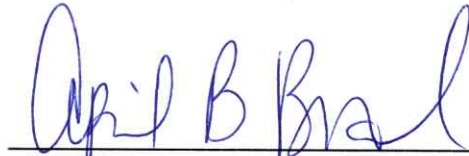
MA: \$2425

MA15: \$3025



President – Audubon School Board

Date: 3-23-26



President – Audubon Education Association

Date: 3-20-26