

**The South Tama County School
District Board of Education
Contract Proposal for Salary and Compensation
For the 2026 - 2027 School Year
Presented to South Tama County Education Association
April 24, 2026**

Negotiation between South Tama County Board of Education & STCEA

(DISTRICT CERTIFIED HANDBOOK): LANGUAGE

8. Personal Leave

- a. Each employee shall be allowed three (3) days each year for leave with full pay.
- b. Each employee will have the option of banking 2 personal days from year to year for a maximum of 5 days. This will go into effect beginning July 1, 2026.
- c. For each unused day of personal leave, the employee will be paid at the current year substitute daily rate. Employees will only be reimbursed for a maximum of three remaining personal days annually. Payment will not be made for increments in less than .5 unused days.
- d. Each employee shall make written requests for personal leave to the building principal by entering the proposed absence into the Frontline Absence Management System at least five (5) working days prior to the anticipated leave date. Only two (2) individuals using personal days who require a guest teacher will be permitted per building per day. There may be times where a teacher who does not require a guest teacher requests personal leave. In such cases, the administrator may determine that more than two teachers are allowed to take personal leave on the same day.
- e. All decisions regarding payout or carry over for personal days must be made by April 30th of each year. If communication is not received prior to April 30th, the system will default to paying out up to 3 remaining personal days. Any exceptions must be approved by the Superintendent
- f. When a teacher attempts to submit a personal leave absence through Frontline Absence Management, the program will indicate if the teacher is allowed to take the personal day. In the event that two teachers have already been granted personal leave, the program will not allow the teacher to take the personal day. In a case such as this, contact your building administrator for guidance. When a conflict of requested use of personal days exists, the superintendent shall notify personnel at least three (3) working days prior to the anticipated leave date of the disposition of the case.
- g. As long as the request falls within the guidelines of this section such leave will be approved. Emergency requests shall be considered on an individual basis.

ARTICLE IX: SALARY

The STC School Board proposes a 1 year contract: Details of the contract are specified below.

The STC School Board proposes an increase to the base pay for the 2026 - 2027 school year from \$39,950 to \$40,650 and bring all certified staff members who qualify up to the minimum state wage guarantee.

All certified staff members will receive a minimum of a \$700.00 raise (1.75% of the original base of \$39,950 OR 1.72% of the new base of \$40,650). **Supplemental pay categories will remain unchanged through the 2026 - 2027 school year.**

The District starting salary for the 2026 - 2027 school year is \$51,000.

In addition, the District will work with STCEA to address salary compression and salary structure inequities over the next year to the greatest extent possible. These adjustments will provide additional compensation for staff identified as outliers on the District's salary trendlines, with the goal of improving internal equity and reducing salary compaction. Individuals being considered for benefitting from these considerations will be identified May 4, 2026.

This 2026 - 2027 Total Salary increase includes base pay, addresses salary compaction and salary structure inequities for a Total Salary increase of 2.00% or \$140,480.

Finally, per the request of STCEA, certified staff who have completed 20 or more years of certified years of service based on District data files, will receive a one-time longevity bonus of \$300.00 payable in the second September 2026 paycheck.

2026 - 2027 Base Salary Schedule

	BA/Auth.	BA+20	MA	MA+20	MA+40	Spec.+20
Lane Change		\$1600	\$1600	\$1600	\$1600	\$1600
Base Salary	\$40,650	\$42,250	\$43,850	\$45,450	\$47,050	\$48,650
TSS	\$10,350	\$9,462	\$ 9,568	\$ 9,674	\$ 9,780	\$ 9,886
Total	\$51,000	\$51,712	\$53,418	\$55,124	\$56,830	\$58,536

If an agreement is not reached by 4:30 PM on Thursday, April 30, 2026, the District will reassess the scope of the proposed compensation adjustments, including all items except base salary.

**South Tama County School District
South Tama County Education Association Contract Proposal
for the 2026 - 2027 School Year**

**Presented to The Board of Education
South Tama County School District
Negotiation between Board & STCEA**

SALARY ITEMS

Changes are for the 2026 - 2027 and reflect Base Pay and salary inequities between the Board of Education and the South Tama County Education Association.

Approval for "Negotiations" will need to occur on Monday, April 27, 2026 at our regular scheduled Board of Education Meeting. TA would need to occur by 4:00 PM on Friday, April 24, 2026. If not, options within this current offer may no longer be available.

For certified teachers:

2026 - 2027: All certified teachers under the statewide guaranteed salary will be brought up to the minimum state guarantee wage. At a minimum, all certified teachers will receive a 1.75% (\$700) salary increase on the \$39,950 base wage. In addition, all teachers well below the District salary trajectory due to salary compacting will be brought more in line with the majority. The District starting salary will be \$51,000.

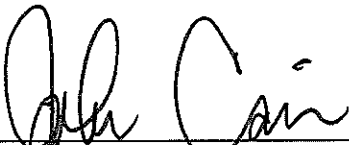
In witness to this agreement the Board and the Association have caused this agreement to be signed by their respective representatives as shown below:



South Tama County Education Association
Audrey Roth, STCEA Chief of Negotiations

4.24.26

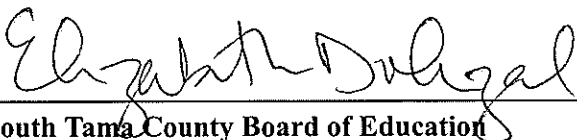
Date



South Tama County Community School District
John Cain, Superintendent

4.24.26

Date



South Tama County Board of Education
Elizabeth Dolezal, President

4.24.26

Date

