



Master Contract Between

Emmetsburg CSD Board of Directors

&

Emmetsburg Education Association

July 1, 2025-June 30, 2028

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This agreement was entered on the 14th day of April, 2025, by and between the Board of Directors of the Emmetsburg Community School District (hereafter the “District”), and the Emmetsburg Education Association.

The Board of Directors of the district, hereinafter referred to as the “Board”, recognizes the Emmetsburg Education Association (EEA), hereinafter referred to as the Association”, as the sole and exclusive bargaining representative. The unit and its members, who are hereinafter referred to as “employees” are described as:

INCLUDED: All PK-12 certified classroom teachers (high school, middle school, elementary, and special education teachers), school counselors, certified nurses and librarians.

EXCLUDED: The superintendent, principals, paraeducators and nurses who are not certified to teach, custodians, clerical, transportation personnel, food personnel, and all other employees not specifically included.

ARTICLE I

BASE WAGE

The Board of Education reserves the right to withhold a salary increment when the services of an employee are considered below standard or professional stipulations are not met. The Board reserves the right to pay above the basic schedule to obtain or keep specifically qualified employees and institute any merit pay desired by the Board which system will be non-grievable under this contract.

Emmetsburg Salary Schedule

	BA	BA+15	MA	MA+15	MA+30	MA+45
Step 1	\$37,500	\$40,000	\$42,500	\$45,000	\$47,500	\$50,000

Agreement:

1. Salary Increase of \$1,000 for FY26 per FTE
2. One-Time Payment of \$800 for FY26 Paid Out in first September Payroll per FTE
3. Increase of \$1,500 on the Base of Schedule B
4. Three Year Contract (FY26-FY28)
5. Change 7th Grade Volleyball and Basketball Supplemental Base to 7.68%

Duration: *This agreement shall be effective beginning July 1, 2025, and shall continue in full force and effect until June 30, 2028. During the term of this agreement, all articles can be open to negotiation by either party for the 2026-27 Master Contract and all following contract years.*

ARTICLE II

SIGNATURES

This agreement shall be effective July 1, 2025 through June 30, 2028.

In witness thereof:

For the Emmetsburg Education Association



Co-President-Arik Kerr

05/07/2025

Date



Co-President-Eric Flynn

5/13/25

Date

**For the Board of Education of
Emmetsburg CSD:**



President-Val Morton

5/5/2025

Date



Superintendent-Cory Jenness

5/5/2025

Date

EXHIBIT A
SUPPLEMENTAL SALARY SCHEDULE B
Supplemental Base: \$30,531

Position	% Supplemental Base	Salary
HS Athletic Director	31.56%	\$10,109
MS Athletic Director	15.36%	\$4,920
Football		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
Sophomore	9.46%	\$3,030
Freshman	9.13%	\$2,924
8th Grade	7.68%	\$2,460
MS Asst.	6.69%	\$2,143
7th Grade	6.69%	\$2,143
Cross Country		
Varsity Head	11.69%	\$3,744
JV/MS	5.85%	\$1,872
Volleyball		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
Freshman	9.13%	\$2,924
8th Grade	7.68%	\$2,460
7th Grade	7.68%	\$2,460
Wrestling		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456

MS Head	7.68%	\$2,460
Floating Coach	5.85%	\$1,872
Basketball		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
Freshman	9.13%	\$2,924
8th Grade	7.68%	\$2,460
7th Grade	7.68%	\$2,460
Track		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
MS Head	7.68%	\$2,460
MS Assistant	6.69%	\$2,143
Golf		
Varsity Head	11.69%	\$3,744
Band/Vocal		
HS Band/Vocal	15.78%	\$5,054
MS Band/Vocal	7.68%	\$2,924
Baseball		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
Freshman	9.13%	\$2,924
MS Head	7.68%	\$2,460
Softball		
Varsity Head	15.78%	\$5,054

Varsity Assistant	10.79%	\$3456
Freshman	9.13%	\$2,924
MS Head	7.68%	\$2,460
Esports		
Varsity Head	15.78%	\$5,054
Varsity Assistant	10.79%	\$3,456
Miscellaneous		
Head Speech & Individual Contest	11.69%	\$3,744
Fall Play or Musical	11.69%	\$3,744
Musical Pit Director	1.46%	\$468
Musical Choreographer	2.90%	\$929
Musical Accompanist	2.90%	\$929
Musical/Play Set Construction	1.56%	\$500
Cheerleading (Varsity Football)	5.62%	\$1,799
Cheerleading (JV Football)	3.65%	\$1,169
Cheerleading (Wrestling)	5.62%	\$1,799
Cheerleading (Basketball)	5.62%	\$1,799
Yearbook (HS)	5.90%	\$1,890
Yearbook (EL/MS)	1.70%	\$543
HS Summer Band	10.92%	\$3,498
MS Summer Band	10.92%	\$3,498
National Honor Society	1.80%	\$577
Prom Sponsor	1.39%	\$445
Student Council	5.00%	\$1,602
Athletic Enhancement Coordinators	10.85%	\$3,475