

SEA MASTER CONTRACT

SHENANDOAH EDUCATION ASSOCIATION AGREEMENT WITH
SHENANDOAH COMMUNITY SCHOOL DISTRICT

2022-2025

Shenandoah Community Schools does not illegally discriminate on the basis of race, color, national origin, gender, gender identity, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender, and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Aaron Burdorf, Shenandoah CSD 601 Dr. Creighton Cir., Shenandoah, IA. 51601, 712-246-2520, burdorfa@shencsd.com

This agreement shall be effective from July 1, 2022 and shall continue in effect until June 30, 2025. The contract may reopen on an annual basis for the limited purpose of negotiating base wage in the wages-salaries section of the Master Contract.

ARTICLE I

WAGES –SALARIES

Base wage for the employees covered by this agreement is \$39,325.

SIGNATURE CLAUSE

In witness thereof, the parties hereto caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 7 day of June, 2022.

SHENANDOAH EDUCATION ASSOCIATION

SHENANDOAH BOARD OF EDUCATION


By Amy Bopp
Its Chief Negotiator

By Jean Fickler
Its President

By Kerri L. Nelson
Its Chief Negotiator

SHENANDOAH CSD

FY2023 TEACHER SALARY SCHEDULE I

	STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	PhD
	1	39,325	40,365	41,415	42,615	43,825	45,045	46,275
	2	40,605	41,655	42,715	43,925	45,145	46,375	47,615
Index Base	3	41,885	42,945	44,015	45,235	46,465	47,705	48,955
*	4	43,165	44,235	45,315	46,545	47,785	49,035	50,295
	5	44,445	45,525	46,615	47,855	49,105	50,365	51,635
	6	45,725	46,815	47,915	49,165	50,425	51,695	52,975
TSS Funds	7	47,005	48,105	49,215	50,475	51,745	53,025	54,315
*	8	48,285	49,395	50,515	51,785	53,065	54,355	55,655
per cell	9	49,565	50,685	51,815	53,095	54,385	55,685	56,995
	10	50,845	51,975	53,115	54,405	55,705	57,015	58,335
Combined Base	11	52,125	53,265	54,415	55,715	57,025	58,345	59,675
\$39,325	12	53,405	54,555	55,715	57,025	58,345	59,675	61,015
	13	54,685	55,845	57,015	58,335	59,665	61,005	62,355
	14	55,965	57,135	58,315	59,645	60,985	62,335	63,695
	15	57,245	58,425	59,615	60,955	62,305	63,665	65,035
	16			60,915	62,265	63,625	64,995	66,375
	17			62,215	63,575	64,945	66,325	67,715

When an employee has completed their fifth year in the district, and completes the final step in any educational lane, they shall receive a career increment equal to ten percent (10%) of the base.

* The final Index Base and TSS Funds values will be calculated once there is confirmation on the total number of certified teaching staff and the final value of the state TSS funding for Shenandoah CSD.

Extra-Duty Schedule II A

Index Base (\$32305) + TSS (\$5,335 per cell) = Combined Base	CATEGORY											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
\$39,325	14%	12%	10%	9.5%	7%	6%	5%	4.5%	4%	3%	2%	1%
High School Head Coach												
Football	\$ 5,506											
Basketball	\$ 5,506											
Wrestling	\$ 5,506											
Track	\$ 5,506											
Baseball	\$ 5,506											
Softball	\$ 5,506											
Volleyball	\$ 5,506											
Tennis	\$ 5,506											
Cross Country		\$ 4,719										
Golf		\$ 4,719										
Bowling		\$ 4,719										
Assistant Coaches												
Football				\$ 3,736								
Basketball				\$ 3,736								
Wrestling				\$ 3,736								
Track				\$ 3,736								
Baseball				\$ 3,736								
Softball				\$ 3,736								
Volleyball				\$ 3,736								
Cross Country (MS & Asst)				\$ 3,736								
Bowling				\$ 3,736								
Middle School Coaches												
Football					\$ 2,753							
Basketball					\$ 2,753							
Track					\$ 2,753							
Wrestling					\$ 2,753							
Volleyball					\$ 2,753							
Speech and Drama												
Small/Large Group				\$ 3,736								
Drama Coach							\$ 1,966					
Asst. Group Speech						\$ 2,360						
Cheerleaders												
High School Football							\$ 1,966					
High School Basketball							\$ 1,966					
High School Wrestling							\$ 1,966					
High School Dance							\$ 1,966					
Middle School Cheer									\$ 1,118			
Music												
H.S. Instrumental	\$5,506											
M.S. Instrumental			\$ 3,933									
H.S. Vocal			\$ 3,933									
M.S. Vocal			\$ 3,933									
H.S. Musical Director								\$1,770				
H.S. Music Accompanist						\$ 2,360						
M.S. Music Accompanist									\$1,573			
Class Sponsors												
Freshman											\$ 787	
Sophomore											\$ 787	
Junior								\$ 1,573				
Senior											\$ 787	
Club Sponsor												
Art Club									\$ 1,180			
BPA											\$ 787	
HOSA											\$ 787	
H.S. FCCLA										\$ 1,180		
M.S. FCCLA										\$ 1,180		
National Honor Society										\$ 1,180		
H.S. Student Council										\$ 1,180		
M.S. Student Council										\$ 1,180		
M.S. Yearbook										\$ 1,180		
H.S. Yearbook				\$ 3,736								
Other												
Summer Weight Program			\$3,933									
MS Weight Program					\$ 2,753							
EXTRA DUTY - Sell tickets, etc. \$18/up to 3 hours of said duty												
**If not included in the curriculum as regularly scheduled class.												

Extra-Duty Schedule II B

Index	Index Base (\$) + TSS (\$) per cell = Base Combined	CATEGORY										
		0 - C/1	I - C/2	II - C/3	III - C/4	IV - C/5	V - C/6	VI - C/7	VII - C/8	VIII - C/9	IX - C/10	X - C/11
		\$39,325	0.0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9
High School Head Coach												
1	Football	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
2	Basketball	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
3	Wrestling	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
4	Track	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
5	Baseball	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
6	Softball	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
7	Volleyball	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
8	Tennis	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
9	Cross Country	\$ 4,719	\$ 4,758	\$ 4,798	\$ 4,837	\$ 4,876	\$ 4,916	\$ 4,955	\$ 4,994	\$ 5,034	\$ 5,073	\$ 5,112
10	Golf	\$ 4,719	\$ 4,758	\$ 4,798	\$ 4,837	\$ 4,876	\$ 4,916	\$ 4,955	\$ 4,994	\$ 5,034	\$ 5,073	\$ 5,112
11	Bowling	\$ 4,719	\$ 4,758	\$ 4,798	\$ 4,837	\$ 4,876	\$ 4,916	\$ 4,955	\$ 4,994	\$ 5,034	\$ 5,073	\$ 5,112
Assistant Coaches												
13	Football	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
14	Basketball	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
15	Wrestling	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
16	Track	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
17	Baseball	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
18	Softball	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
19	Volleyball	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
20	Cross Country (MS & Asst)	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
21	Tennis	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
22	Bowling	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
Middle School Coaches												
24	Football	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
25	Basketball	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
26	Track	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
27	Wrestling	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
28	Volleyball	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
29	Baseball	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
30	Softball	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
Speech and Drama												
31	Small/Large Group	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
32	Drama Coach	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163	\$ 2,202	\$ 2,242	\$ 2,281	\$ 2,320	\$ 2,360
34	Asst. Group Speech	\$ 2,360	\$ 2,399	\$ 2,438	\$ 2,477	\$ 2,517	\$ 2,556	\$ 2,595	\$ 2,635	\$ 2,674	\$ 2,713	\$ 2,753
Cheerleaders												
36	High School Football	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163	\$ 2,202	\$ 2,242	\$ 2,281	\$ 2,320	\$ 2,360
37	High School Basketball	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163	\$ 2,202	\$ 2,242	\$ 2,281	\$ 2,320	\$ 2,360
38	High School Wrestling	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163	\$ 2,202	\$ 2,242	\$ 2,281	\$ 2,320	\$ 2,360
39	High School Dance	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163	\$ 2,202	\$ 2,242	\$ 2,281	\$ 2,320	\$ 2,360
40	MS Cheerleading	\$ 1,118	\$ 1,157	\$ 1,197	\$ 1,236	\$ 1,275	\$ 1,315	\$ 1,354	\$ 1,393	\$ 1,433	\$ 1,472	\$ 1,511
Music												
42	H.S. Instrumental	\$ 5,506	\$ 5,545	\$ 5,584	\$ 5,623	\$ 5,663	\$ 5,702	\$ 5,741	\$ 5,781	\$ 5,820	\$ 5,859	\$ 5,899
43	M.S. Instrumental	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129	\$ 4,168	\$ 4,208	\$ 4,247	\$ 4,286	\$ 4,326
44	H.S. Vocal	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129	\$ 4,168	\$ 4,208	\$ 4,247	\$ 4,286	\$ 4,326
45	M.S. Vocal	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129	\$ 4,168	\$ 4,208	\$ 4,247	\$ 4,286	\$ 4,326
46	H.S. Musical Director	\$ 1,770	\$ 1,809	\$ 1,848	\$ 1,888	\$ 1,927	\$ 1,966	\$ 2,006	\$ 2,045	\$ 2,084	\$ 2,124	\$ 2,163
47	H.S. Music Accompanist	\$ 2,360	\$ 2,399	\$ 2,438	\$ 2,477	\$ 2,517	\$ 2,556	\$ 2,595	\$ 2,635	\$ 2,674	\$ 2,713	\$ 2,753
48	M.S. Music Accompanist	\$ 1,573	\$ 1,612	\$ 1,652	\$ 1,691	\$ 1,730	\$ 1,770	\$ 1,809	\$ 1,848	\$ 1,888	\$ 1,927	\$ 1,966
Class Sponsors												
50	Freshman	\$ 787	\$ 826	\$ 865	\$ 904	\$ 944	\$ 983	\$ 1,022	\$ 1,062	\$ 1,101	\$ 1,140	\$ 1,180
51	Sophomore	\$ 787	\$ 826	\$ 865	\$ 904	\$ 944	\$ 983	\$ 1,022	\$ 1,062	\$ 1,101	\$ 1,140	\$ 1,180
52	Junior	\$ 1,573	\$ 1,612	\$ 1,652	\$ 1,691	\$ 1,730	\$ 1,770	\$ 1,809	\$ 1,848	\$ 1,888	\$ 1,927	\$ 1,966
53	Senior	\$ 787	\$ 826	\$ 865	\$ 904	\$ 944	\$ 983	\$ 1,022	\$ 1,062	\$ 1,101	\$ 1,140	\$ 1,180
Club Sponsor												
55	Art Club	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
56	BPA	\$ 787	\$ 826	\$ 865	\$ 904	\$ 944	\$ 983	\$ 1,022	\$ 1,062	\$ 1,101	\$ 1,140	\$ 1,180
57	HOSA Sponsor	\$ 787	\$ 826	\$ 865	\$ 904	\$ 944	\$ 983	\$ 1,022	\$ 1,062	\$ 1,101	\$ 1,140	\$ 1,180
58	H.S. FCCLA	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
59	M.S. FCCLA	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
60	National Honor Society	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
61	H.S. Student Council	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
62	M.S. Student Council	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
63	M.S. Yearbook	\$ 1,180	\$ 1,219	\$ 1,258	\$ 1,298	\$ 1,337	\$ 1,376	\$ 1,416	\$ 1,455	\$ 1,494	\$ 1,534	\$ 1,573
64	H.S. Yearbook	\$ 3,736	\$ 3,775	\$ 3,815	\$ 3,854	\$ 3,893	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129
Other												
66	Summer Weight Program	\$ 3,933	\$ 3,972	\$ 4,011	\$ 4,050	\$ 4,090	\$ 4,129	\$ 4,168	\$ 4,208	\$ 4,247	\$ 4,286	\$ 4,326
67	MS Weights	\$ 2,753	\$ 2,792	\$ 2,831	\$ 2,871	\$ 2,910	\$ 2,949	\$ 2,989	\$ 3,028	\$ 3,067	\$ 3,107	\$ 3,146
68	EXTRA DUTY - Sell tickets, etc. \$18/up to 3 hours of said duty											
**If not included in the curriculum as regularly scheduled class.												