

Tentative Agreement
Between
Collins-Maxwell Education Association
And the
Collins-Maxwell Community School District

April 15, 2026

ARTICLE 6: WAGES AND SALARIES

A. METHOD OF PAYMENT

3. The Association proposes moving employees onto the revised 2027-2028 Salary Schedule. This will be accomplished over a two-year "Phase In" process. Employee salaries for 2026-2027 will increase by one-half (1/2) the total cost of moving onto the 2027-28 schedule. Employees will then receive the remaining one-half (1/2) of that cost for 2027-28 which will include their placement onto the revised 2027-28 Salary Schedule.

No full-time employee will receive no less than a four hundred (\$400) dollar increase for each year of this agreement. Those who receive less than that amount as part of the "Phase In" will receive a bonus that places their increase for each year at four hundred (\$400) dollars.

ARTICLE 8: TEACHER SALARY SUPPLEMENT

The Teacher Salary Supplement (TSS) monies received from the State of Iowa will be combined into one salary schedule in a manner mutually agreeable to the parties and the total salary from the combined salary schedule will be listed on each teacher's individual contract.

~~TSS will be determined by dividing ninety-five (95%) percent of the total TSS monies by the FTE. Employees working less than full-time will receive a pro-rated portion of the TSS. If the Iowa Legislature allocates TSS and/or Phase funds in any amounts, including an increase, these funds will be added to the teacher salary schedule using the mutually agreed method.~~

~~FICA and IPERS will be calculated and reduced from the total allocation before being divided by the total FTE of certified teachers.~~

At that point the combined salary schedule will be published. If the Iowa Legislature alters the district's allocation for TSS, the Teacher Salary Supplement will be the subject of bargaining under Iowa Code Chapter 20.

The final 5% of funds will be distributed to teachers in remaining contract months after adjusting for any changes as of May 15th to increase or decrease the eligible group.

In the event that the per pupil allocation with the Teacher Salary Supplement is adjusted by legislative action, the parties agree to negotiate the impact upon the incorporated salary schedule. All negotiations associated with adjustment of TSS shall be subject to the provisions of Chapter 20.

~~The TSS allocations to individual teachers shall be reduced for each day of unpaid leave. Reductions in TSS payments shall be calculated by dividing the employee's annual TSS amount by the number of contract days.~~

ARTICLE 9: COMPLIANCE CLAUSES AND DURATION

C. DURATION PERIOD

This agreement shall be effective on the 1st day of July, 2024 and shall continue in force and effect until the 30th day of June, ~~2027~~ **2029**. During the terms of this agreement, all article shall remain current contract, except the following: The parties agree Article 6 (Wages and Salaries) shall be open to negotiate base wages for the 2027-28 Master Contract and all following contract years.

APPENDIX B: SUPPLEMENTAL/EXTRACURRICULAR PAY SCHEDULE

The base for Appendix B will remain at \$33,274 for the 2026-27 and 2027-28 school years. Increases will be negotiated by the parties in subsequent years.

Rebecca Holliday
For the Association

4/22/26
Date

[Signature]
For the District

4/23/26
Date

Appendix A - 2027-2028 Salary Schedule

1.00%	Steps (1-12)
0.77%	Steps (14-21)
14.30%	Step 13
1.47%	Lanes

Collins-Maxwell 2027-28 Combined Schedule (Revised)

STEP	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24
1	\$ 50,000	\$ 50,642	\$ 51,294	\$ 51,955	\$ 52,626	\$ 53,307	\$ 53,998
2	\$ 50,436	\$ 51,085	\$ 51,743	\$ 52,411	\$ 53,089	\$ 53,776	\$ 54,474
3	\$ 50,877	\$ 51,532	\$ 52,197	\$ 52,871	\$ 53,556	\$ 54,250	\$ 54,955
4	\$ 51,321	\$ 51,983	\$ 52,655	\$ 53,336	\$ 54,027	\$ 54,729	\$ 55,441
5	\$ 51,771	\$ 52,439	\$ 53,117	\$ 53,805	\$ 54,504	\$ 55,212	\$ 55,931
6	\$ 52,225	\$ 52,900	\$ 53,585	\$ 54,280	\$ 54,985	\$ 55,701	\$ 56,427
7	\$ 52,683	\$ 53,365	\$ 54,057	\$ 54,758	\$ 55,471	\$ 56,194	\$ 56,927
8	\$ 53,146	\$ 53,834	\$ 54,533	\$ 55,242	\$ 55,962	\$ 56,692	\$ 57,432
9	\$ 53,613	\$ 54,309	\$ 55,015	\$ 55,731	\$ 56,457	\$ 57,195	\$ 57,943
10	\$ 54,086	\$ 54,788	\$ 55,501	\$ 56,224	\$ 56,958	\$ 57,703	\$ 58,458
11	\$ 54,563	\$ 55,272	\$ 55,992	\$ 56,722	\$ 57,464	\$ 58,216	\$ 58,979
12	\$ 55,044	\$ 55,761	\$ 56,488	\$ 57,226	\$ 57,974	\$ 58,734	\$ 59,505
13	\$ 62,000	\$ 62,819	\$ 63,650	\$ 64,493	\$ 65,349	\$ 66,217	\$ 67,098
14	\$ 62,428	\$ 63,253	\$ 64,091	\$ 64,940	\$ 65,803	\$ 66,677	\$ 67,565
15	\$ 62,859	\$ 63,691	\$ 64,534	\$ 65,391	\$ 66,260	\$ 67,141	\$ 68,036
16	\$ 63,293	\$ 64,131	\$ 64,982	\$ 65,845	\$ 66,720	\$ 67,609	\$ 68,510
17	\$ 63,731	\$ 64,576	\$ 65,432	\$ 66,302	\$ 67,184	\$ 68,080	\$ 68,988
18	\$ 64,172	\$ 65,023	\$ 65,887	\$ 66,763	\$ 67,652	\$ 68,554	\$ 69,470
19		\$ 65,474	\$ 66,344	\$ 67,227	\$ 68,123	\$ 69,032	\$ 69,955
20		\$ 65,929	\$ 66,806	\$ 67,695	\$ 68,598	\$ 69,514	\$ 70,444
21		\$ 66,387	\$ 67,270	\$ 68,167	\$ 69,077	\$ 70,000	\$ 70,937

Longevity is \$250 per year of experience after step 21