

**2026 - 2029**

**July 1, 2026 – June 30, 2029**

**NEGOTIATED AGREEMENTS BETWEEN**

**CLARINDA COMMUNITY  
SCHOOL DISTRICT**

**AND**

**CLARINDA EDUCATION  
ASSOCIATION**

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*NOTIFICATION OF NON-DISCRIMINATION: The Clarinda Community School District offers career and technical programs in the following service areas: agricultural education, business education, family and consumer sciences education, and industrial education. It is the policy of the Clarinda Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity 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, Heidi Bird, 423 East Nodaway Street, 712-542-5165, [hbird@clarindacsd.org](mailto:hbird@clarindacsd.org).*

**A. Wages:**

1. B.A. base of \$40,000.00

**B. Method of Payment:**

**1. Pay Periods**

Each employee shall receive their regular salary in twelve (12) equal installments, beginning on the 19th of the first month of employment provided they had been employed by the 10th of that month and on the 19th day of each of the succeeding eleven months or equal installments for the months remaining in the usual payment year for that position.

When a pay date during the school term falls on a date when school is not scheduled to be in session, the employees shall receive their payment on the last previous working day.

Employees who are newly employed by the district may, at their option, elect to receive 30% of their gross salary of their first installment within two (2) weeks after beginning service.

**2. Payments**

Employees will have their school year payments electronically deposited to a financial institution of their choice.

**DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2026, and shall continue in effect until June 30, 2029. However, either party may request that this Agreement be reopened for the sole purpose of negotiating base wages for the contract year July 1, 2026 through June 30, 2029.

**In witness whereof, the parties hereto have caused this agreement to be signed by their respective President or Chief Negotiator.**

**CLARINDA EDUCATION ASSOCIATION**

By: \_\_\_\_\_  
Its President or Chief Negotiator

Date: \_\_\_\_\_

**CLARINDA BOARD OF EDUCATION**

By: \_\_\_\_\_  
Its President or Chief Negotiator

Date: \_\_\_\_\_

**Schedule A**

Base - \$40,000

**2026-2027 school year:**

Year Increment - \$1200

**2027-2028 school year:**

Year Increment – will be negotiable

**2028-2029 school year:**

Year Increment - will be negotiable

**Co-Curricular Pay:**  
**Schedule B**

<b>\$40,196.00</b>	<b>PERCENT OF BASE</b>	<b>\$ AMOUNT CALCULATED BY BASE TIMES PERCENT</b>
<b>FINE ARTS</b>		
THESPIANS, SPEECH	6.00%	\$ 2,411.76
PLAYS, DRAMA	12.00%	\$ 4,823.52
ASSISTANT DRAMA	5.00%	\$ 2,009.80
ELEMENTARY MUSIC/THEATER	2.25%	\$ 904.41
HIGH SCHOOL BAND (INCLUDES PEP BAND AT HOME GAMES)	14.00%	\$ 5,627.44
VOCAL MUSIC M.S. & H.S.	14.00%	\$ 5,627.44
MIDDLE SCHOOL BAND/H.S. ASST. BAND	12.50%	\$ 5,024.50
ELEMENTARY MUSIC	3.25%	\$ 1,306.37
<b>ATHLETICS</b>		
9-12 BOYS FOOTBALL – HEAD (INCLUDES PRECONTRACT DAYS)	14.00%	\$ 5,627.44
9-12 BOYS FOOTBALL ASST. (INCLUDES PRECONTRACT DAYS)	10.00%	\$ 4,019.60
9-12 VOLLEYBALL – HEAD (INCLUDES PRECONTRACT DAYS)	14.00%	\$ 5,627.44
9-12 VOLLEYBALL – ASST. (INCLUDES PRECONTRACT DAYS)	10.00%	\$ 4,019.60
9 <sup>TH</sup> GRADE VOLLEYBALL	10.00%	\$ 4,019.60
9-12 HEAD CROSS COUNTRY (INCLUDES PRECONTRACT DAYS)	11.00%	\$ 4,421.56
9-12 ASS'T CROSS COUNTRY (INCLUDES PRECONTRACT DAYS)	6.50%	\$ 2,612.74
9-12 BOYS BASKETBALL - HEAD	14.00%	\$ 5,627.44
9-12 BOYS BASKETBALL – ASST.	10.00%	\$ 4,019.60
9 <sup>TH</sup> BOYS BASKETBALL – ASST.	10.00%	\$ 4,019.60
9-12 GIRLS BASKETBALL HEAD	14.00%	\$ 5,627.44
9-12 GIRLS BASKETBALL ASST.	10.00%	\$ 4,019.60
9 <sup>TH</sup> GIRLS BASKETBALL – ASST.	10.00%	\$ 4,019.60
9-12 BOYS WRESTLING - HEAD	14.00%	\$ 5,627.44
9-12 BOYS WRESTLING - ASST.	10.00%	\$ 4,019.60
9-12 GIRLS WRESTLING - HEAD	14.00%	\$ 5,627.44
9-12 GIRLS WRESTLING - ASST.	10.00%	\$ 4,019.60
9-12 CO-ED BOWLING	7.00%	\$ 2,813.72
9-12 CO-ED BOWLING – ASST.	5.50%	\$ 2,210.78
9-12 COED TRACK - HEAD	16.00%	\$ 6,431.36
9-12 BOYS TRACK - ASST.	9.00%	\$ 3,617.64
9-12 TRACK ASS'T.	4.50%	\$ 1,808.82
9-12 GIRLS TRACK – ASST.	9.00%	\$ 3,617.64
9-12 BOYS TENNIS	7.00%	\$ 2,813.72
9-12 GIRLS TENNIS	7.00%	\$ 2,813.72
9-12 CO-ED ASST. TENNIS	5.50%	\$ 2,210.78
9-12 BOYS GOLF	7.00%	\$ 2,813.72
9-12 GIRLS GOLF	7.00%	\$ 2,813.72

9-12 BOYS BASEBALL - HEAD	12.50%	\$	5,024.50
9-12 BOYS BASEBALL - ASST.	9.00%	\$	3,617.64
9TH GRADE BOYS BASEBALL	9.00%	\$	3,617.64
9-12 GIRLS SOFTBALL - HEAD	12.50%	\$	5,024.50
9-12 GIRLS SOFTBALL – ASST.	9.00%	\$	3,617.64
9TH GIRLS SOFTBALL – ASST.	9.00%	\$	3,617.64
<b>JUNIOR HIGH</b>			
7TH & 8TH FOOTBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH FOOTBALL – ASST.	6.00%	\$	2,411.76
7TH & 8TH VOLLEYBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH VOLLEYBALL - ASSIST	6.00%	\$	2,411.76
7TH & 8TH BOYS WRESTLING - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOYS WRESTLING – ASST.	6.00%	\$	2,411.76
7TH & 8TH GIRLS WRESTLING - HEAD	6.00%	\$	2,411.76
7TH & 8TH GIRLS WRESTLING - ASST.	6.00%	\$	2,411.76
7TH & 8TH BOYS BASKETBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOY BASKETBALL - ASST.	6.00%	\$	2,411.76
7TH & 8TH BOYS TRACK - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOYS TRACK – ASST.	6.00%	\$	2,411.76
7TH & 8TH GIRLS BASKETBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH GIRLS BASKETBALL – ASST.	6.00%	\$	2,411.76
7TH & 8TH GIRLS TRACK - HEAD	6.00%	\$	2,411.76
7TH & 8TH GIRLS TRACK - ASST.	6.00%	\$	2,411.76
<b>SPONSOR, DIRECTOR, AND UNCLASSIFIED</b>			
ANNUAL, H.S.	7.00%	\$	2,813.72
ANNUAL, M.S.	3.75%	\$	1,507.35
FCCLA, H.S.	4.25%	\$	1,708.33
HONOR SOCIETY	1.25%	\$	502.45
AUDIO-VISUAL/or Business (FBA) CLUB	4.25%	\$	1,708.33
STUDENT COUNCIL - H.S.	3.25%	\$	1,306.37
STUDENT COUNCIL, 7/8 and 5/6	2.25%	\$	904.41
JUNIOR CLASS SPONSOR	2.75%	\$	1,105.39
SENIOR CLASS SPONSOR	2.75%	\$	1,105.39
CHEERLEADER HEAD H.S.	fixed	\$	1,250.00
SPANISH CLUB H.S.	2.75%	\$	1,105.39
FFA SPONSOR	4.25%	\$	1,708.33
FFA SPONSOR	2.15%	\$	864.21
SUMMER BAND H.S.	6.50%	\$	2,612.74
JAZZ/SUMMER BAND M.S.	fixed	\$	2,500.00
Weightlifting Supervision	fixed	\$	2,000.00
TAG/ELO Sponsor	11.00%	\$	4,421.56