

**2023 - 2024**

**July 1, 2023 – June 30, 2024**

**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 \$38,650.00

**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 may request in writing to have their school year payments electronically deposited to a financial institution of their choice.

**DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2023, and shall continue in effect until June 30, 2024. However, either party may request that this Agreement be reopened for the sole purpose of negotiating base wages for the contract year July 1, 2024 through June 30, 2025.

**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

<b>BA Base</b>	<b>\$</b>
<b>=</b>	<b>38,650.00</b>

	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
	\$	\$	\$	\$	\$	\$
<b>1</b>	<b>38,650</b>	<b>40,196</b>	<b>41,742</b>	<b>43,288</b>	<b>44,834</b>	<b>46,380</b>
	\$	\$	\$	\$	\$	\$
<b>2</b>	<b>40,196</b>	<b>41,742</b>	<b>43,288</b>	<b>44,834</b>	<b>46,380</b>	<b>47,926</b>
	\$	\$	\$	\$	\$	\$
<b>3</b>	<b>41,742</b>	<b>43,288</b>	<b>44,834</b>	<b>46,380</b>	<b>47,926</b>	<b>49,472</b>
	\$	\$	\$	\$	\$	\$
<b>4</b>	<b>43,288</b>	<b>44,834</b>	<b>46,380</b>	<b>47,926</b>	<b>49,472</b>	<b>51,018</b>
	\$	\$	\$	\$	\$	\$
<b>5</b>	<b>44,834</b>	<b>46,380</b>	<b>47,926</b>	<b>49,472</b>	<b>51,018</b>	<b>52,564</b>
	\$	\$	\$	\$	\$	\$
<b>6</b>	<b>46,380</b>	<b>47,926</b>	<b>49,472</b>	<b>51,018</b>	<b>52,564</b>	<b>54,110</b>
	\$	\$	\$	\$	\$	\$
<b>7</b>	<b>47,926</b>	<b>49,472</b>	<b>51,018</b>	<b>52,564</b>	<b>54,110</b>	<b>55,656</b>
	\$	\$	\$	\$	\$	\$
<b>8</b>	<b>49,472</b>	<b>51,018</b>	<b>52,564</b>	<b>54,110</b>	<b>55,656</b>	<b>57,202</b>
	\$	\$	\$	\$	\$	\$
<b>9</b>	<b>51,018</b>	<b>52,564</b>	<b>54,110</b>	<b>55,656</b>	<b>57,202</b>	<b>58,748</b>
	\$	\$	\$	\$	\$	\$
<b>10</b>	<b>52,564</b>	<b>54,110</b>	<b>55,656</b>	<b>57,202</b>	<b>58,748</b>	<b>60,294</b>
	\$	\$	\$	\$	\$	\$
<b>11</b>	<b>54,110</b>	<b>55,656</b>	<b>57,202</b>	<b>58,748</b>	<b>60,294</b>	<b>61,840</b>
	\$	\$	\$	\$	\$	\$
<b>12</b>	<b>55,656</b>	<b>57,202</b>	<b>58,748</b>	<b>60,294</b>	<b>61,840</b>	<b>63,386</b>
	\$	\$	\$	\$	\$	\$
<b>13</b>	<b>57,202</b>	<b>58,748</b>	<b>60,294</b>	<b>61,840</b>	<b>63,386</b>	<b>64,932</b>
			\$	\$	\$	\$
<b>14</b>			<b>61,840</b>	<b>63,386</b>	<b>64,932</b>	<b>66,478</b>
				\$	\$	\$
<b>15</b>				<b>64,932</b>	<b>66,478</b>	<b>68,024</b>
				\$	\$	\$
<b>16</b>				<b>66,478</b>	<b>68,024</b>	<b>69,570</b>
<b>Career Incr</b>	<b>\$ 59,136</b>	<b>\$ 60,682</b>	<b>\$ 63,774</b>	<b>\$ 68,412</b>	<b>\$ 69,958</b>	<b>\$ 71,504</b>

**Co-Curricular Pay:**  
Schedule B

BA STEP 2	PERCENT OF BASE	\$ AMOUNT CALCULATED BY BASE TIMES PERCENT
\$ 40,196.00		
<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
HIGH SCHOOL BAND	14.00%	\$ 5,627.44
(INCLUDES PEP BAND AT HOME GAMES)		
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	14.00%	\$ 5,627.44
(INCLUDES PRECONTRACT DAYS)		
9-12 BOYS FOOTBALL	10.00%	\$ 4,019.60
(INCLUDES PRECONTRACT DAYS)		
9-12 BOYS BASKETBALL - HEAD	14.00%	\$ 5,627.44
9-12 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
9-12 WRESTLING - HEAD	14.00%	\$ 5,627.44
9-12 WRESTLING - ASST.	10.00%	\$ 4,019.60
9-12 BOYS BASEBALL - HEAD	12.50%	\$ 5,024.50
9-12 BOYS BASEBALL - ASST.	9.00%	\$ 3,617.64
9TH GRADE BOYS BASEBALL	7.00%	\$ 2,813.72
9-12 VOLLEYBALL - HEAD	14.00%	\$ 5,627.44
(INCLUDES PRECONTRACT DAYS)		
9-12 VOLLEYBALL - ASST	10.00%	\$ 4,019.60
(INCLUDES PRECONTRACT DAYS)		
9-12 GIRLS SOFTBALL - HEAD	12.50%	\$ 5,024.50
9-12 GIRLS SOFTBALL - ASST	9.00%	\$ 3,617.64
9th GRADE GIRLS SOFTBALL	7.00%	\$ 2,813.72
9-12 COED TRACK - HEAD	16.00%	\$ 6,431.36
9-12 BOYS TRACK - ASST.	9.00%	\$ 3,617.64
7-12 TRACK ASST.	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 & GIRLS GOLF -COMBINED POSITION	11.00%	\$ 4,421.56
9-12 BOYS GOLF	7.00%	\$ 2,813.72
9-12 GIRLS GOLF	7.00%	\$ 2,813.72

9-12 HEAD CROSS COUNTRY	11.00%	\$	4,421.56
(INCLUDES PRECONTRACT DAYS)			
9-12 ASS'T CROSS COUNTRY	6.50%	\$	2,612.74
(INCLUDES PRECONTRACT DAYS)			
9TH BOYS BASKETBALL - HEAD	7.00%	\$	2,813.72
9TH GIRLS BASKETBALL - HEAD	7.00%	\$	2,813.72
7TH & 8TH FOOTBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH FOOTBALL - ASSISTANT	5.50%	\$	2,210.78
7TH & 8TH VOLLEYBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH VOLLEYBALL - ASSIST	5.50%	\$	2,210.78
7TH & 8TH BOYS WRESTLING - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOYS WRESTLING - ASST	5.50%	\$	2,210.78
7TH & 8TH BOYS BASKETBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOY BASKETBALL - ASST.	5.50%	\$	2,210.78
7TH & 8TH BOYS TRACK - HEAD	6.00%	\$	2,411.76
7TH & 8TH BOYS TRACK - ASST	5.50%	\$	2,210.78
7TH & 8TH GIRLS BASKETBALL - HEAD	6.00%	\$	2,411.76
7TH & 8TH GIRLS BASKETBALL - ASST	5.50%	\$	2,210.78
7TH & 8TH GIRLS TRACK - HEAD	6.00%	\$	2,411.76
7TH & 8TH GIRLS TRACK - ASST.	5.50%	\$	2,210.78
9-12 CO-ED BOWLING	7.00%	\$	2,813.72
9-12 CO-ED BOWLING – ASS'T	5.50%	\$	2,210.78
<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
Team Leader--M.S.	1.75%	\$	703.43
SPANISH CLUB H.S.	2.75%	\$	1,105.39
FFA SPONSOR	4.25%	\$	1,708.33
FFA SPONSOR	2.15%	\$	864.21
GUIDANCE DIRECTOR	2.50%	\$	1,004.90
SUMMER BAND	6.50%	\$	2,612.74
Weightlifting Supervision	fixed	\$	2,000.00
TAG/ELO Sponsor	11.00%	\$	4,421.56