

**Tentative Agreement**

**Between the**

**Colo-NESCO Education Association**

**And the**

**Colo-NESCO Community School District**

**April 13, 2026**

**1. Article XVIII – Wages and Salaries & Schedule A – 2022-2023 Salary Schedule**

The Association accepts the District's proposed salary schedule with one revision. The increments for the BA lane will be \$100. Based on this one teacher would lose money for 2026-27. To address this, we also propose maintaining that person's 2025-26 salary (\$52,022) for 2026-27 and a one-time bonus of \$200 for this person. We also propose that no teacher receives less than \$300 for next year. Those would mean \$300 bonuses for three teachers, \$200 for two teachers and \$100 increases for three teachers. (See attached 2026-2027 costing for specific information.)

	1	2	3	4	5	6
STEP	BA	BA+12	BA+24	BA+30	MA	MA+12
1	\$ 50,000	\$ 51,500	\$ 53,000	\$ 54,000	\$ 55,000	\$ 56,000
2	\$ 50,100	\$ 51,600	\$ 53,075	\$ 54,060	\$ 55,060	\$ 56,060
3	\$ 50,200	\$ 51,700	\$ 53,150	\$ 54,120	\$ 55,120	\$ 56,120
4	\$ 50,300	\$ 51,800	\$ 53,225	\$ 54,180	\$ 55,180	\$ 56,180
5	\$ 50,400	\$ 51,900	\$ 53,300	\$ 54,240	\$ 55,240	\$ 56,240
6	\$ 50,500	\$ 52,000	\$ 53,375	\$ 54,300	\$ 55,300	\$ 56,300
7	\$ 50,600	\$ 52,100	\$ 53,450	\$ 54,360	\$ 55,360	\$ 56,360
8	\$ 50,700	\$ 52,200	\$ 53,525	\$ 54,420	\$ 55,420	\$ 56,420
9	\$ 50,800	\$ 52,300	\$ 53,600	\$ 54,480	\$ 55,480	\$ 56,480
10	\$ 50,900	\$ 52,400	\$ 53,675	\$ 54,540	\$ 55,540	\$ 56,540
11	\$ 51,000	\$ 52,500	\$ 53,750	\$ 54,600	\$ 55,600	\$ 56,600
12	\$ 51,100	\$ 52,600	\$ 53,825	\$ 54,660	\$ 55,660	\$ 56,660
13	\$ 62,000	\$ 62,250	\$ 62,500	\$ 62,750	\$ 63,000	\$ 63,250
14		\$ 62,350	\$ 62,575	\$ 62,810	\$ 63,060	\$ 63,310
15		\$ 62,450	\$ 62,650	\$ 62,870	\$ 63,120	\$ 63,370
16		\$ 62,550	\$ 62,725	\$ 62,930	\$ 63,180	\$ 63,430
17			\$ 62,800	\$ 62,990	\$ 63,240	\$ 63,490
18			\$ 62,875	\$ 63,050	\$ 63,300	\$ 63,550
	\$ 100	\$ 100	\$ 75	\$ 60	\$ 60	\$ 60

**2. Revise the following language from Article VIII regarding TSS**

There shall be one salary schedule, with one salary number in each cell, created by combining the regular schedule created through the generator base including Teacher Salary Supplement (TSS) funds and carryover, if any.

~~First, the TSS money should be used to bring teachers up to the minimum salary. A worksheet shall be created where each cell of the salary schedule shall have the combined salary number using the Generator Base include old Phase II (\$41,317), plus the remaining TSS money shall also be in each cell, paid to each employee using the same method as in 2010-2011, and finally all shall be combined for a total salary number. In other words, each cell of the worksheet will be three (3) numbers: salary include old Phase II + TSS minus old Phase II money = Total. The total combined number shall be reprinted into one salary schedule as stated above.~~

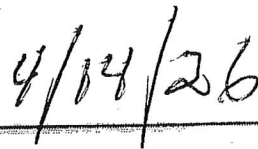
Teacher Salary Supplement dollars shall not be subject to reduction in the event the governor orders a uniform reduction in accordance with Section 8.31.

If there is a reduction in the cost per pupil amount, there shall be negotiations at the time the reduction occurs as allowed by the Iowa Code Section 284.A(2). If arbitration is needed, the parties agree to use the timelines and arbitration selection process of Article 4, Grievance Procedure, of Master Contract, to resolve the dispute as to how the reduction would affect teacher salaries.

**3. Maintain Schedule B base at \$35,432**



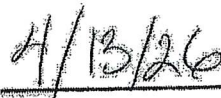
For the District/Board



Date



For the Association



Date