

MASTER CONTRACT

BETWEEN THE

ATLANTIC COMMUNITY SCHOOL DISTRICT

AND THE

ATLANTIC EDUCATION ASSOCIATION

for the school year

2023-2024

Atlantic, Iowa

**ARTICLE 1
SALARIES**

Section 1:

Certificated Salary Schedule 2023-24

Base Salary

BA	BA+ 15	BA + 30	BA + 50/ MA	MA +15	MA + 30
\$35,724	\$37,153	\$38,582	\$40,011	\$41,440	\$42,956

Lane Advancement Increase

BA	BA+ 15	BA + 30	BA + 50/ MA	MA +15	MA + 30
n/a	\$1,500	\$1,700	\$1,900	\$2,100	\$2,300

Section 2: Nurse Salary Schedule 2023-24

LPN	RN	RN+30	BA
\$29,556	\$30,469	\$31,445	\$32,420

**ARTICLE 2
SUPPLEMENTAL PAY**

**Section 1:
Extra-Curricular Activity Pay Schedule 2023-24**

Extra-Curricular Activity	Position	% of	Dollar Amount
			<i>\$46,650</i>
FOOTBALL			
	Head Varsity	15.30%	\$7,138
	Assistant Varsity (2)	10.19%	\$4,754
	Head Junior Varsity	10.19%	\$4,754
	Assistant Junior Varsity	10.19%	\$4,754
	Head Freshman	7.51%	\$3,504
	Assistant Freshman	6.05%	\$2,823
	Head Middle School (2)	6.44%	\$3,005
	Assistant Middle School (2)	4.83%	\$2,254
BASKETBALL - BOYS			
	Head Varsity	15.30%	\$7,138
	Assistant Varsity	10.19%	\$4,754
	Head Junior Varsity	10.19%	\$4,754
	Head Freshman	7.51%	\$3,504
	Head Middle School (2)	6.44%	\$3,005
	Assistant Middle School	4.83%	\$2,254
BASKETBALL - GIRLS			
	Head Varsity	15.30%	\$7,138
	Assistant Varsity	10.19%	\$4,754
	Head Junior Varsity	10.19%	\$4,754
	Head Freshman	7.51%	\$3,504
	Head Middle School (2)	6.44%	\$3,005
	Assistant Middle School	4.83%	\$2,254
	Chaperone	3.63%	\$1,694
WRESTLING			
	Head Varsity	15.30%	\$7,138
	Assistant Varsity (2)	10.19%	\$4,754
	Head Middle School (2)	6.44%	\$3,005
	Assistant Middle School	4.83%	\$2,254
	Girls Wrestling Chaperone	6.44%	\$3,005
TRACK - BOYS			
	Head Varsity	13.95%	\$6,508
	Assistant Varsity (2)	8.58%	\$4,003
	Head Middle School	5.36%	\$2,501
	Assistant Middle School	4.46%	\$2,081

TRACK - GIRLS			
	Head Varsity	13.95%	\$6,508
	Assistant Varsity (2)	8.58%	\$4,003
	Head Middle School (2)	5.36%	\$2,501
	Assistant Middle School	4.46%	\$2,081
	Chaperone	3.63%	\$1,694
VOLLEYBALL			
	Head Varsity	15.30%	\$7,138
	Assistant Varsity	10.19%	\$4,754
	Head Freshman	7.51%	\$3,504
	Head Middle School (2)	6.44%	\$3,005
	Assistant Middle School	4.83%	\$2,254
	Varsity/JV Chaperone	3.63%	\$1,694
BASEBALL			
	Head Varsity	13.95%	\$6,508
	Assistant Varsity	8.58%	\$4,003
	Head Freshman	7.51%	\$3,504
SOFTBALL			
	Head Varsity	13.95%	\$6,184
	Assistant Varsity	8.58%	\$4,003
	Head Freshman	7.51%	\$3,504
	Middle School Softball (2)	5.36%	\$2,501
	Head Freshman	7.51%	\$3,504
CROSS COUNTRY			
	Head High School (2)	8.32%	\$3,882
	Assistant High School (2)	5.36%	\$2,501
	Head Middle School	5.90%	\$2,753
TENNIS			
	Head Varsity (2)	13.95%	\$6,508
	Assistant (2)	8.58%	\$4,003
SOCCER			
	Head Varsity (2)	13.95%	\$6,508
	Assistant Varsity (2)	8.58%	\$4,003
GOLF			
	Head Varsity (2)	13.95%	\$6,508
SWIMMING			
	Head High School (2)	8.32%	\$3,882
	Assistant High School (2)	5.36%	\$2,501
BOWLING			
	Head High School	8.32%	\$3,882
	Assistant High School	5.36%	\$2,501

CHEER/DANCE

Head	12.50%	\$5,832
Assistant	7.50%	\$3,499
Middle School	3.76%	\$1,755
Head Dance Coach	12.50%	\$5,832

OTHER

Academic Club Sponsor (Math/Spanish)	2.42%	\$1,129
Activity Club Sponsor (Pep Squad)	2.42%	\$1,129
Activity Club Sponsor (Archery)	13.95%	\$6,508
Activity Club Sponsor (Asst Archery)	8.58%	\$4,003
Band, High School	15.30%	\$7,138
Band, Middle School	5.36%	\$2,501
Drama/Fall Play, High School	4.83%	\$2,254
Drama/Play, Middle School	2.00%	\$933
FFA Sponsor	15.30%	\$7,138
Flag Auxiliary	3.22%	\$1,503
Homecoming Float (4)	1.00%	\$467
Journalism, Needle News	4.00%	\$1,866
Journalism, Yearbook	4.00%	\$1,866
Junior Class Sponsor	2.00%	\$933
National Honor Society	3.00%	\$1,400
Prom	2.00%	\$933
Senior Breakfast	1.00%	\$467
Sets, High School	4.00%	\$1,866
Sets, Middle School	1.40%	\$654
Speech and Debate, Head	13.95%	\$6,508
Speech and Debate, Assistant	4.02%	\$1,876
Student Council, High School	11.00%	\$5,132
Student Council, Middle School	2.00%	\$933
Vocal Music, High School	13.95%	\$6,508
Vocal Musical Head Director	4.83%	\$2,254
Vocal Musical Pit Director	2.50%	\$1,167
Vocal Music, Middle School	5.36%	\$2,501
Vocal Music, Elementary	1.40%	\$654

ARTICLE 3
SAVINGS CLAUSE

- A. In the event that any provisions of this Agreement shall become void or illegal during the term of this Agreement such provision shall become inoperative, but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

**ARTICLE 4
DURATION PERIOD**

- A. This Master Contract shall be effective commencing on July 1, 2023, and ending on June 30, 2024.

**ARTICLE 5
SIGNATURE CLAUSE**

In witness whereof the parties have caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 26th day of April, 2023.

ATLANTIC EDUCATION ASSOCIATION

By 
Its President

By 
Its Chief Negotiator

ATLANTIC COMMUNITY SCHOOL DISTRICT

By 
Its President

By 
Its Chief Negotiator