

The Grinnell-Newburg Board of Education and the Grinnell-Newburg Education Association met in negotiations and agreed to a wage increase represents a **3.0%** increase in wages for staff in the 23-24 school year. This breakdown includes:

- Increase of \$147 (2.5%) to the index certified staff
- Increase of \$0.50 (6.4%) to the index for academic coaches
- Teachers and academic coaches receive normal step increases
- Total package increase for teachers and academic coaches is 3.6%

This is an update to the salary schedules in a **3-year** contract including the school years (21-22, 22-23 and 23-24).

10.3. Nurses' Salary Schedule • Grinnell-Newburg Schools • 2023-2024
 \$33,833 Index + \$5,200 TQ per FTE (BA/BS only)

Step	Lane					
	RN		RN+30		RN+BS	
1	87.70%	29,672	97.70%	33,055	107.70%	41,638
2	89.70%	30,348	99.70%	33,732	109.70%	42,315
3	91.70%	31,025	101.70%	34,408	111.70%	42,991
4	93.70%	31,702	103.70%	35,085	113.70%	43,668
5	95.70%	32,378	105.70%	35,761	115.70%	44,345
6	97.70%	33,055	107.70%	36,438	117.70%	45,021
7	99.70%	33,732	109.70%	37,115	119.70%	45,698
8	101.70%	34,408	111.70%	37,791	121.70%	46,375
9	103.70%	35,085	113.70%	38,468	123.70%	47,051
10	105.70%	35,761	115.70%	39,145	125.70%	47,728
11	107.70%	36,438	117.70%	39,821	127.70%	48,405
12	109.70%	37,115	119.70%	40,498	129.70%	49,081
13	111.70%	37,791	121.70%	41,175	131.70%	49,758
14	113.70%	38,468	123.70%	41,851	133.70%	50,435
15	114.10%	38,603	124.10%	41,987	134.10%	50,570
16	114.50%	38,739	124.50%	42,122	134.50%	50,705
17	114.90%	38,874	124.90%	42,257	134.90%	50,841
18	115.30%	39,009	125.30%	42,393	135.30%	50,976
19	115.70%	39,145	125.70%	42,528	135.70%	51,111
20	116.10%	39,280	126.10%	42,663	136.10%	51,247
21	116.50%	39,415	126.50%	42,799	136.50%	51,382
22	116.90%	39,551	126.90%	42,934	136.90%	51,517
23	117.30%	39,686	127.30%	43,069	137.30%	51,653
24	117.70%	39,821	127.70%	43,205	137.70%	51,788
25	118.10%	39,957	128.10%	43,340	138.10%	51,923
26	118.50%	40,092	128.50%	43,475	138.50%	52,059
27	118.90%	40,227	128.90%	43,611	138.90%	52,194
28	119.30%	40,363	129.30%	43,746	139.30%	52,329
29	119.70%	40,498	129.70%	43,881	139.70%	52,465
30	120.10%	40,633	130.10%	44,017	140.10%	52,600
31	120.50%	40,769	130.50%	44,152	140.50%	52,735
32	120.90%	40,904	130.90%	44,287	140.90%	52,871
33	121.30%	41,039	131.30%	44,423	141.30%	53,006
34	121.70%	41,175	131.70%	44,558	141.70%	53,141
35	122.10%	41,310	132.10%	44,693	142.10%	53,277

10.4. Paraeducators' (Aides') Salary Schedule • Grinnell-Newburg Schools • 2023-2024

\$11.80 Base/Sub pay

Step	Lane		Generalist		Specialized	
		Standard				
1	1.109	13.09	1.134	13.38	1.164	13.74
2	1.134	13.38	1.159	13.68	1.189	14.03
3	1.159	13.68	1.184	13.97	1.214	14.33
4	1.184	13.97	1.209	14.27	1.239	14.62
5	1.209	14.27	1.234	14.56	1.264	14.92
6	1.234	14.56	1.259	14.86	1.289	15.21
7	1.259	14.86	1.284	15.15	1.314	15.51
8	1.284	15.15	1.309	15.45	1.339	15.80
9	1.309	15.45	1.334	15.74	1.364	16.10
10	1.334	15.74	1.359	16.04	1.389	16.39
11	1.359	16.04	1.384	16.33	1.414	16.69
12	1.384	16.33	1.409	16.63	1.439	16.98
13	1.409	16.63	1.434	16.92	1.464	17.28
14	1.434	16.92	1.459	17.22	1.489	17.57
15	1.459	17.22	1.484	17.51	1.514	17.87
16	1.484	17.51	1.49	17.58	1.52	17.94
17	1.471	17.36	1.496	17.65	1.526	18.01
18	1.477	17.43	1.502	17.72	1.532	18.08
19	1.483	17.50	1.508	17.79	1.538	18.15
20	1.489	17.57	1.514	17.87	1.544	18.22
21	1.495	17.64	1.52	17.94	1.55	18.29
22	1.501	17.71	1.526	18.01	1.556	18.36
23	1.507	17.78	1.532	18.08	1.562	18.43
24	1.513	17.85	1.538	18.15	1.568	18.50
25	1.519	17.92	1.544	18.22	1.574	18.57
26	1.525	18.00	1.55	18.29	1.58	18.64
27	1.531	18.07	1.556	18.36	1.586	18.71
28	1.537	18.14	1.562	18.43	1.592	18.79
29	1.543	18.21	1.568	18.50	1.598	18.86
30	1.549	18.28	1.574	18.57	1.604	18.93
31	1.555	18.35	1.58	18.64	1.61	19.00
32	1.561	18.42	1.586	18.71	1.616	19.07
33	1.567	18.49	1.592	18.79	1.622	19.14
34	1.573	18.56	1.598	18.86	1.628	19.21
35	1.579	18.63	1.604	18.93	1.634	19.28

10.5 Teachers' Schedule • Grinnell-Newburg Schools • 2023-2024
 \$33,833 Base Pay + \$5,200 TQ per FTE

Step	Lane															
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PHD								
1	7.70%	\$ 41,638	9.20%	\$ 42,146	12.70%	\$ 43,330	16.70%	\$ 44,633	20.20%	\$ 45,867	23.70%	\$ 47,051	27.20%	\$ 48,236	31.20%	\$ 49,589
2	8.70%	\$ 41,976	12.20%	\$ 43,161	15.70%	\$ 44,345	19.70%	\$ 45,698	23.20%	\$ 46,882	26.70%	\$ 48,066	30.20%	\$ 49,251	34.20%	\$ 50,604
3	11.70%	\$ 42,991	15.20%	\$ 44,176	18.70%	\$ 45,360	22.70%	\$ 46,713	26.20%	\$ 47,897	29.70%	\$ 49,081	33.20%	\$ 50,266	37.20%	\$ 51,619
4	14.70%	\$ 44,006	18.20%	\$ 45,191	21.70%	\$ 46,375	25.70%	\$ 47,728	29.20%	\$ 48,912	32.70%	\$ 50,096	36.20%	\$ 51,281	40.20%	\$ 52,634
5	17.70%	\$ 45,021	21.20%	\$ 46,206	24.70%	\$ 47,390	28.70%	\$ 48,743	32.20%	\$ 49,927	35.70%	\$ 51,111	39.20%	\$ 52,296	43.20%	\$ 53,649
6	21.20%	\$ 46,206	24.70%	\$ 47,390	28.20%	\$ 48,574	32.20%	\$ 49,927	35.70%	\$ 51,111	39.20%	\$ 52,296	42.70%	\$ 53,480	46.70%	\$ 54,833
7	24.70%	\$ 47,390	28.20%	\$ 48,574	31.70%	\$ 49,758	35.70%	\$ 51,111	39.20%	\$ 52,296	42.70%	\$ 53,480	46.20%	\$ 54,664	50.20%	\$ 56,017
8	28.20%	\$ 48,574	31.70%	\$ 49,758	35.20%	\$ 50,942	39.20%	\$ 52,296	42.70%	\$ 53,480	46.20%	\$ 54,664	49.70%	\$ 55,848	53.70%	\$ 57,201
9	31.70%	\$ 49,758	35.20%	\$ 50,942	38.70%	\$ 52,126	42.70%	\$ 53,480	46.20%	\$ 54,664	49.70%	\$ 55,848	53.20%	\$ 57,032	57.20%	\$ 58,385
10	35.20%	\$ 50,942	38.70%	\$ 52,126	42.20%	\$ 53,311	46.20%	\$ 54,664	49.70%	\$ 55,848	53.20%	\$ 57,032	56.70%	\$ 58,216	60.70%	\$ 59,570
11	38.20%	\$ 52,296	42.70%	\$ 53,480	46.20%	\$ 54,664	50.20%	\$ 56,017	53.70%	\$ 57,201	57.20%	\$ 58,385	60.70%	\$ 59,570	64.70%	\$ 60,923
12	42.20%	\$ 53,649	46.70%	\$ 54,833	50.20%	\$ 56,017	54.20%	\$ 57,370	57.70%	\$ 58,555	61.20%	\$ 59,739	64.70%	\$ 60,923	68.70%	\$ 62,276
13	47.20%	\$ 55,002	50.70%	\$ 56,186	54.20%	\$ 57,370	58.20%	\$ 58,724	61.70%	\$ 59,908	65.20%	\$ 61,092	68.70%	\$ 62,276	72.70%	\$ 63,630
14	51.20%	\$ 56,355	54.70%	\$ 57,540	58.20%	\$ 58,724	62.20%	\$ 60,077	65.70%	\$ 61,261	69.20%	\$ 62,445	72.70%	\$ 63,630	76.70%	\$ 64,983
15	53.70%	\$ 57,201	58.70%	\$ 58,893	62.20%	\$ 60,077	66.20%	\$ 61,430	69.70%	\$ 62,615	73.20%	\$ 63,799	76.70%	\$ 64,983	80.70%	\$ 66,336
16	54.00%	\$ 57,303	61.20%	\$ 59,739	66.40%	\$ 61,498	70.40%	\$ 62,851	73.90%	\$ 64,036	77.40%	\$ 65,220	80.90%	\$ 66,404	84.90%	\$ 67,757
17	54.30%	\$ 57,404	61.50%	\$ 59,840	68.90%	\$ 62,344	74.60%	\$ 64,272	78.10%	\$ 65,457	81.60%	\$ 66,641	85.10%	\$ 67,825	89.10%	\$ 69,178
18	54.60%	\$ 57,506	61.90%	\$ 59,976	69.40%	\$ 62,513	77.10%	\$ 65,118	82.30%	\$ 66,878	85.80%	\$ 68,062	89.30%	\$ 69,246	93.30%	\$ 70,599
19	54.90%	\$ 57,607	62.30%	\$ 60,111	69.90%	\$ 62,682	77.80%	\$ 65,355	83.00%	\$ 67,114	86.50%	\$ 68,299	90.00%	\$ 69,483	94.00%	\$ 70,836
20	55.20%	\$ 57,709	62.70%	\$ 60,246	70.40%	\$ 62,851	78.60%	\$ 65,626	83.80%	\$ 67,385	87.30%	\$ 68,569	90.80%	\$ 69,753	94.80%	\$ 71,107

10.5. Teachers' Schedule (Continued) Grinnell-Newburg Schools • 2023-2024

Step	Lane	BA		BA+15		BA+30		MA		MA+15		MA+30		MA+45		PhD	
21		\$57,810	63.00%	\$60,348	70.70%	\$62,953	78.90%	\$65,727	84.10%	\$67,487	87.80%	\$68,671	91.10%	\$69,855	95.10%	\$71,208	
22		\$57,912	63.30%	\$60,449	71.00%	\$63,054	79.20%	\$65,829	84.40%	\$67,588	87.90%	\$68,772	91.40%	\$69,956	95.40%	\$71,310	
23		\$58,013	63.60%	\$60,551	71.30%	\$63,156	79.50%	\$65,930	84.70%	\$67,690	88.20%	\$68,874	91.70%	\$70,058	95.70%	\$71,411	
24		\$58,115	63.90%	\$60,652	71.60%	\$63,257	79.80%	\$66,032	85.00%	\$67,791	88.50%	\$68,975	92.00%	\$70,159	96.00%	\$71,513	
25		\$58,216	64.20%	\$60,754	71.90%	\$63,359	80.10%	\$66,133	85.30%	\$67,893	88.80%	\$69,077	92.30%	\$70,261	96.30%	\$71,614	
26		\$58,318	64.50%	\$60,855	72.20%	\$63,460	80.40%	\$66,235	85.60%	\$67,994	89.10%	\$69,178	92.60%	\$70,362	96.60%	\$71,716	
27		\$58,419	64.80%	\$60,957	72.50%	\$63,562	80.70%	\$66,336	85.90%	\$68,096	89.40%	\$69,280	92.90%	\$70,464	96.90%	\$71,817	
28		\$58,521	65.10%	\$61,058	72.80%	\$63,663	81.00%	\$66,438	86.20%	\$68,197	89.70%	\$69,381	93.20%	\$70,565	97.20%	\$71,919	
29		\$58,622	65.40%	\$61,160	73.10%	\$63,765	81.30%	\$66,539	86.50%	\$68,299	90.00%	\$69,483	93.50%	\$70,667	97.50%	\$72,020	
30		\$58,724	65.70%	\$61,261	73.40%	\$63,866	81.60%	\$66,641	86.80%	\$68,400	90.30%	\$69,584	93.80%	\$70,768	97.80%	\$72,122	
31		\$58,825	66.00%	\$61,363	73.70%	\$63,968	81.90%	\$66,742	87.10%	\$68,502	90.60%	\$69,686	94.10%	\$70,870	98.10%	\$72,223	
32		\$58,927	66.30%	\$61,464	74.00%	\$64,069	82.20%	\$66,844	87.40%	\$68,603	90.90%	\$69,787	94.40%	\$70,971	98.40%	\$72,325	
33		\$59,028	66.60%	\$61,566	74.30%	\$64,171	82.50%	\$66,945	87.70%	\$68,705	91.20%	\$69,889	94.70%	\$71,073	98.70%	\$72,426	
34		\$59,130	66.90%	\$61,667	74.60%	\$64,272	82.80%	\$67,047	88.00%	\$68,806	91.50%	\$69,990	95.00%	\$71,174	99.00%	\$72,528	
35		\$59,231	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	
36		\$59,331	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	
37		\$59,431	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	
38		\$59,531	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	
39		\$59,631	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	
40		\$59,731	67.20%	\$61,769	74.90%	\$64,374	83.10%	\$67,148	88.30%	\$68,908	91.80%	\$70,092	95.30%	\$71,276	99.30%	\$72,629	

10.10. Supplemental Schedule • Grinnell-Newburg Schools • 2023-2024

Index \$33,833

Lane	Step						
	1	2	3	4	5	6	7
A	1.75%	1.75%	2.25%	2.75%	3.00%	3.25%	3.50%
B	2.00%	2.00%	2.50%	3.00%	3.50%	4.00%	4.50%
C	2.50%	2.50%	3.00%	3.50%	4.00%	4.50%	5.00%
D	3.50%	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%
E	4.25%	4.25%	4.75%	5.25%	5.75%	6.25%	6.75%
F	5.00%	5.00%	5.50%	6.00%	6.50%	7.00%	7.50%
G	7.00%	7.00%	7.50%	8.00%	8.50%	9.00%	9.50%
H	8.25%	8.25%	8.75%	9.25%	10.00%	10.75%	11.25%
I	9.25%	9.25%	10.00%	10.75%	11.50%	12.25%	13.00%
J	10.25%	10.25%	11.00%	11.75%	12.50%	13.25%	14.00%
K	11.75%	11.75%	12.50%	13.25%	14.00%	14.75%	15.50%
L	14.00%	14.00%	15.00%	16.00%	17.00%	18.50%	20.00%
A	592	592	761	930	1,015	1,100	1,184
B	677	677	846	1,015	1,184	1,353	1,522
C	846	846	1,015	1,184	1,353	1,522	1,692
D	1,184	1,184	1,353	1,522	1,692	1,861	2,030
E	1,438	1,438	1,607	1,776	1,945	2,115	2,284
F	1,692	1,692	1,861	2,030	2,199	2,368	2,537
G	2,368	2,368	2,537	2,707	2,876	3,045	3,214
H	2,751	2,751	2,960	3,174	3,383	3,637	3,806
I	3,130	3,130	3,383	3,637	3,891	4,229	4,398
J	3,468	3,468	3,722	3,975	4,229	4,567	4,737
K	3,975	3,975	4,229	4,483	4,737	5,075	5,413
L	4,737	4,737	5,075	5,413	5,752	6,259	6,767

COACHING:

Baseball

Varsity Head • L
Varsity Assistant • H
Assistant 9th • G

Basketball

Varsity Head • L
Varsity 1st Assistant • I
Varsity Assistant • H
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Cross Country

Varsity Head (combined boys/girls) • I
Varsity Assistant (combined boys/girls) • F
Head 7/8 (combined boys/girls) • F

Fitness (Middle School) • C

Football

Varsity Head • L
Varsity Assistant • H (17-18 Varsity Assistant employees are grandfathered at I until they switch positions)
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Golf

Varsity Head • H

Soccer

Varsity Head • H
Varsity Assistant • F

Softball

Varsity Head • L
Varsity Assistant • H
Assistant 9th • G
7th/8th Head • F
7th/8th Assistant • D

Strength and Conditioning (Fall, Winter and Spring positions) • G

Swimming

Varsity Head • J
Varsity Assistant • F

Tennis

Varsity Head • H
Varsity Assistant • F

Track

Varsity Head • K
Varsity Assistant • G
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Volleyball

Varsity Head • K
Varsity Assistant • G
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Wrestling

Varsity Head • L
Varsity Assistant • H
Head 7/8 • F
Assistant 7/8 • D

HIGH SCHOOL ORGANIZATIONS:

Art Club • C
Assistant Large Group Speech Coach • D
Assistant Vocational Ag/FFA Supervisor • D
Band • L
Cheerleaders (Fall) • E
Cheerleaders (Winter) • F
Cheerleaders (Middle School) • C
Colorguard • E
Curtain Club/Thespians • E
Dance Squad • H
Debate • I
Family, Career and Community Leaders of America (FCCLA) • C
Grinnellian • F
Individual Speech Coach • F
Junior Class Sponsor-Prom (2) • C
Large Group Speech Coach • F
Model UN • B
Musical Director (per major production) • G
National Honor Society • A
Play Director (per major production) • H
Student Council • E
Technical Director (per major production) • F
Vocal Music • J
Vocational Agriculture/FFA • F

MIDDLE SCHOOL ORGANIZATIONS:

Band

7/8 • F
5/6 • B

Drama/Musical (per major production) • D
Drama/Musical Assistant • B
GMS Debate Coach/GHS Assistant Debate Coach • H
Intramurals, per activity • A
Student Council • E
Vocal Music
7/8 • D
5/6 • A

**ARTICLE 11
FINALITY AND EFFECT**

- 11.1 This Master Contract salary guides supersedes and cancels all previous agreements between the District and the Association or any employee in the bargaining unit, unless expressly stated to the contrary herein.
- 11.2 Should editing or clarification of an intent of this Contract be necessary, such editing or clarification will be carried out by the Superintendent and the Association President. Such editing and clarification will require mutual consent of the two persons.
- 11.3 Parts of this Contract found to be contrary to the Code of Iowa shall be declared null and void. All other parts of the Contract shall continue in force as ratified by the Board and the Association.
- 11.4 Notices

Whenever any notice is required to be given by either of the Parties to this agreement to the other, pursuant to the provisions of this agreement, either party shall do so by letter to the following designated persons or to such other persons as may be designated.

11.4.1. If by the Association, to the Superintendent.

11.4.2. If by the Board, to the Association President.

- 11.5. Signature Clause

In witness whereof the parties hereto have caused this Master Contract Addendum to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 10th day of April 2023.

GRINNELL-NEWBURG
EDUCATION ASSOCIATION




President



Chief Negotiator

GRINNELL-NEWBURG
BOARD OF EDUCATION



President

