

Marshalltown Community School District  
2020-2021 Combined Salary Schedule

STEP	INDEX/SALARY	3 YR	BA	BA+15	MA	MA+15	MA+30	MA+45	PHD
5	BASE INDEX	0.900	1.160	1.220	1.300	1.350	1.400	1.450	1.550
	BASE SALARY	29,929	38,575	40,570	43,230	44,893	46,556	48,218	51,544
	TSS SALARY	-	5,253	5,421	5,645	5,785	5,925	6,065	6,345
	<b>TOTAL</b>	<b>29,929</b>	<b>43,828</b>	<b>45,991</b>	<b>48,875</b>	<b>50,678</b>	<b>52,481</b>	<b>54,283</b>	<b>57,889</b>
6	BASE INDEX	0.925	1.200	1.260	1.350	1.400	1.450	1.500	1.600
	BASE SALARY	30,760	39,905	41,900	44,893	46,556	48,218	49,881	53,206
	TSS SALARY	-	5,365	5,533	5,785	5,925	6,065	6,205	6,485
	<b>TOTAL</b>	<b>30,760</b>	<b>45,270</b>	<b>47,433</b>	<b>50,678</b>	<b>52,481</b>	<b>54,283</b>	<b>56,086</b>	<b>59,691</b>
7	BASE INDEX	0.950	1.240	1.300	1.400	1.450	1.500	1.550	1.650
	BASE SALARY	31,591	41,235	43,230	46,556	48,218	49,881	51,544	54,869
	TSS SALARY	-	5,477	5,645	5,925	6,065	6,205	6,345	6,625
	<b>TOTAL</b>	<b>31,591</b>	<b>46,712</b>	<b>48,875</b>	<b>52,481</b>	<b>54,283</b>	<b>56,086</b>	<b>57,889</b>	<b>61,494</b>
8	BASE INDEX	0.975	1.280	1.340	1.450	1.500	1.550	1.600	1.710
	BASE SALARY	32,423	42,565	44,560	48,218	49,881	51,544	53,206	56,864
	TSS SALARY	-	5,589	5,757	6,065	6,205	6,345	6,485	6,793
	<b>TOTAL</b>	<b>32,423</b>	<b>48,154</b>	<b>50,317</b>	<b>54,283</b>	<b>56,086</b>	<b>57,889</b>	<b>59,691</b>	<b>63,657</b>
9	BASE INDEX	1.000	1.320	1.390	1.500	1.550	1.600	1.650	1.770
	BASE SALARY	33,254	43,895	46,223	49,881	51,544	53,206	54,869	58,860
	TSS SALARY	-	5,701	5,897	6,205	6,345	6,485	6,625	6,961
	<b>TOTAL</b>	<b>33,254</b>	<b>49,596</b>	<b>52,120</b>	<b>56,086</b>	<b>57,889</b>	<b>59,691</b>	<b>61,494</b>	<b>65,821</b>
10	BASE INDEX	1.025	1.360	1.440	1.550	1.600	1.650	1.710	1.830
	BASE SALARY	34,085	45,225	47,886	51,544	53,206	54,869	56,864	60,855
	TSS SALARY	-	5,813	6,037	6,345	6,485	6,625	6,793	7,129
	<b>TOTAL</b>	<b>34,085</b>	<b>51,038</b>	<b>53,923</b>	<b>57,889</b>	<b>59,691</b>	<b>61,494</b>	<b>63,657</b>	<b>67,984</b>
11	BASE INDEX	1.050	1.400	1.490	1.600	1.650	1.710	1.770	1.890
	BASE SALARY	34,917	46,556	49,548	53,206	54,869	56,864	58,860	62,850
	TSS SALARY	-	5,925	6,177	6,485	6,625	6,793	6,961	7,297
	<b>TOTAL</b>	<b>34,917</b>	<b>52,481</b>	<b>55,725</b>	<b>59,691</b>	<b>61,494</b>	<b>63,657</b>	<b>65,821</b>	<b>70,147</b>
12	BASE INDEX	1.050	1.440	1.540	1.650	1.710	1.770	1.830	1.950
	BASE SALARY	34,917	47,886	51,211	54,869	56,864	58,860	60,855	64,845
	TSS SALARY	-	6,037	6,317	6,625	6,793	6,961	7,129	7,465
	<b>TOTAL</b>	<b>34,917</b>	<b>53,923</b>	<b>57,528</b>	<b>61,494</b>	<b>63,657</b>	<b>65,821</b>	<b>67,984</b>	<b>72,310</b>
13	BASE INDEX	1.050	1.490	1.590	1.710	1.770	1.830	1.890	2.010
	BASE SALARY	34,917	49,548	52,874	56,864	58,860	60,855	62,850	66,841
	TSS SALARY	-	6,177	6,457	6,793	6,961	7,129	7,297	7,633
	<b>TOTAL</b>	<b>34,917</b>	<b>55,725</b>	<b>59,331</b>	<b>63,657</b>	<b>65,821</b>	<b>67,984</b>	<b>70,147</b>	<b>74,474</b>

STEP	INDEX/SALARY	3 YR	BA	BA+15	MA	MA+15	MA+30	MA+45	PHD
14	BASE INDEX	1.050	1.490	1.650	1.770	1.830	1.890	1.950	2.070
	BASE SALARY	34,917	49,548	54,869	58,860	60,855	62,850	64,845	68,836
	TSS SALARY	-	6,177	6,625	6,961	7,129	7,297	7,465	7,801
	<b>TOTAL</b>	<b>34,917</b>	<b>55,725</b>	<b>61,494</b>	<b>65,821</b>	<b>67,984</b>	<b>70,147</b>	<b>72,310</b>	<b>76,637</b>
15	BASE INDEX	1.050	1.490	1.650	1.830	1.890	1.950	2.010	2.130
	BASE SALARY	34,917	49,548	54,869	60,855	62,850	64,845	66,841	70,831
	TSS SALARY	-	6,177	6,625	7,129	7,297	7,465	7,633	7,969
	<b>TOTAL</b>	<b>34,917</b>	<b>55,725</b>	<b>61,494</b>	<b>67,984</b>	<b>70,147</b>	<b>72,310</b>	<b>74,474</b>	<b>78,800</b>
16	BASE INDEX	1.050	1.490	1.650	1.830	1.890	2.010	2.070	2.190
	BASE SALARY	34,917	49,548	54,869	60,855	62,850	66,841	68,836	72,826
	TSS SALARY	-	6,177	6,625	7,129	7,297	7,633	7,801	8,137
	<b>TOTAL</b>	<b>34,917</b>	<b>55,725</b>	<b>61,494</b>	<b>67,984</b>	<b>70,147</b>	<b>74,474</b>	<b>76,637</b>	<b>80,963</b>
17	BASE INDEX	1.050	1.490	1.650	1.830	1.890	2.010	2.110	2.250
	BASE SALARY	34,917	49,548	54,869	60,855	62,850	66,841	70,166	74,822
	TSS SALARY	-	6,177	6,625	7,129	7,297	7,633	7,913	8,305
	<b>TOTAL</b>	<b>34,917</b>	<b>55,725</b>	<b>61,494</b>	<b>67,984</b>	<b>70,147</b>	<b>74,474</b>	<b>78,079</b>	<b>83,127</b>
<b>LONGEVITY SCHEDULE BASED UPON AT LEAST TEN YEARS EXPERIENCE IN THE MARSHALLTOWN COMMUNITY SCHOOL DISTRICT AND SEVENTEEN YEARS OF TOTAL EXPERIENCE</b>									
18	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,746	51,710	57,031	63,016	65,012	69,002	72,327	76,650
	TSS SALARY	-	6,359	6,807	7,311	7,479	7,815	8,095	8,459
	<b>TOTAL</b>	<b>36,746</b>	<b>58,069</b>	<b>63,838</b>	<b>70,327</b>	<b>72,491</b>	<b>76,817</b>	<b>80,422</b>	<b>85,109</b>
19	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,746	51,710	57,031	63,016	65,012	69,002	72,327	76,650
	TSS SALARY	-	6,359	6,807	7,311	7,479	7,815	8,095	8,459
	<b>TOTAL</b>	<b>36,746</b>	<b>58,069</b>	<b>63,838</b>	<b>70,327</b>	<b>72,491</b>	<b>76,817</b>	<b>80,422</b>	<b>85,109</b>
20	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,746	51,710	57,031	63,016	65,012	69,002	72,327	76,650
	TSS SALARY	-	6,359	6,807	7,311	7,479	7,815	8,095	8,459
	<b>TOTAL</b>	<b>36,746</b>	<b>58,069</b>	<b>63,838</b>	<b>70,327</b>	<b>72,491</b>	<b>76,817</b>	<b>80,422</b>	<b>85,109</b>
21	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,078	52,375	57,696	63,681	65,677	69,667	72,993	76,983
	TSS SALARY	-	6,415	6,863	7,367	7,535	7,871	8,151	8,487
	<b>TOTAL</b>	<b>37,078</b>	<b>58,790</b>	<b>64,559</b>	<b>71,048</b>	<b>73,212</b>	<b>77,538</b>	<b>81,144</b>	<b>85,470</b>
22	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,078	52,375	57,696	63,681	65,677	69,667	72,993	76,983
	TSS SALARY	-	6,415	6,863	7,367	7,535	7,871	8,151	8,487
	<b>TOTAL</b>	<b>37,078</b>	<b>58,790</b>	<b>64,559</b>	<b>71,048</b>	<b>73,212</b>	<b>77,538</b>	<b>81,144</b>	<b>85,470</b>
23	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,078	52,375	57,696	63,681	65,677	69,667	72,993	76,983
	TSS SALARY	-	6,415	6,863	7,367	7,535	7,871	8,151	8,487
	<b>TOTAL</b>	<b>37,078</b>	<b>58,790</b>	<b>64,559</b>	<b>71,048</b>	<b>73,212</b>	<b>77,538</b>	<b>81,144</b>	<b>85,470</b>

STEP	INDEX/SALARY	3 YR	BA	BA+15	MA	MA+15	MA+30	MA+45	PHD
24	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,743	53,040	58,361	64,346	66,342	70,332	73,658	77,648
	TSS INDEX								
	TSS SALARY	-	6,471	6,919	7,423	7,591	7,927	8,207	8,543
	<b>TOTAL</b>	<b>37,743</b>	<b>59,511</b>	<b>65,280</b>	<b>71,769</b>	<b>73,933</b>	<b>78,259</b>	<b>81,865</b>	<b>86,191</b>
25	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,743	53,040	58,361	64,346	66,342	70,332	73,658	77,648
	TSS SALARY	-	6,471	6,919	7,423	7,591	7,927	8,207	8,543
	<b>TOTAL</b>	<b>37,743</b>	<b>59,511</b>	<b>65,280</b>	<b>71,769</b>	<b>73,933</b>	<b>78,259</b>	<b>81,865</b>	<b>86,191</b>
26	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,743	53,040	58,361	64,346	66,342	70,332	73,658	77,648
	TSS SALARY	-	6,471	6,919	7,423	7,591	7,927	8,207	8,543
	<b>TOTAL</b>	<b>37,743</b>	<b>59,511</b>	<b>65,280</b>	<b>71,769</b>	<b>73,933</b>	<b>78,259</b>	<b>81,865</b>	<b>86,191</b>
27	BASE INDEX	1.145	1.615	1.775	1.955	2.015	2.135	2.235	2.345
	BASE SALARY	38,076	53,705	59,026	65,012	67,007	70,997	74,323	77,981
	TSS SALARY	-	6,527	6,975	7,479	7,647	7,983	8,263	8,571
	<b>TOTAL</b>	<b>38,076</b>	<b>60,232</b>	<b>66,001</b>	<b>72,491</b>	<b>74,654</b>	<b>78,980</b>	<b>82,586</b>	<b>86,552</b>

Employees shall be placed on the salary schedule according to their education attained and their number of years of experience. Unless otherwise agreed to by the Board and MEA, new Employees being placed initially on the salary schedule shall receive full credit, up to a maximum of ten years, for teaching experience outside the Marshalltown Community School District. Except as may be otherwise provided in Article XV of the Master Contract, Employees may advance one step vertically on the salary schedule for each year of employment in the Marshalltown Community School district. An Employee may move horizontally on the schedule, to a corresponding step, upon completion of approved graduate semester hours as defined below, in accordance with the requirements of Section 2 of Article XV.

The educational lanes on the salary schedule signify attainment by an Employee of the educational levels indicated:

- BA - BA degree from a four year educational program at an approved college or university
- BA+15 - 15 approved graduate semester hours after receiving a BA degree
- MA - Masters degree from an approved masters level program at an approved college or university.
- MA+15 - 15 approved graduate semester hours after receiving an MA degree
- MA+30 - 30 approved graduate semester hours after receiving an MA degree
- MA+45 - 45 approved graduate semester hours after receiving an MA degree
- Doctorate - Doctors degree from an approved doctoral program at a university

All programs, educational institutions and hours of credit are subject to approval by the superintendent.

**Marshalltown Community School District  
2020-2021 Supplemental Pay Schedule**

The supplemental pay schedule will cover any & all individuals assigned to the following duties and/or positions:  
\$35,685 (index 1.08 of base salary)

**A. ATHLETICS/ACTIVITIES**

**HIGH SCHOOL**

	<u>SALARY</u>	<u>INDEX</u>
1. Head Football, Basketball & Wrestling	7,137	0.2000
2. Head Baseball & Softball	5,620	0.1575
3. Head Track	5,442	0.1525
4. Head Swimming	5,264	0.1475
5. Head Crosscountry & Assistant Football, Basketball & Wrestling	4,104	0.1150
6. Head Volleyball & Soccer	4,586	0.1285
7. Assitant Swimming, Baseball, Softball, Track, Soccer & Volleyball	3,569	0.1000
8. Head Golf, Tennis & Bowling	3,569	0.1000
9. Assistant Golf & Tennis	2,141	0.0600
10. Cheerleading Sponsor (two persons with this title)	3,925	0.1100
11. Assistant Cheerleading Sponsor	2,855	0.0800
12. MHS National Honor Society Advisor	1,427	0.0400
13. High School Dance Team	3,569	0.1000
14. Student Senate Sponsor (shared by at least two persons)	6,334	0.1775
15. Robotics Team Coach	1,891	0.0530
16. Open Assignment		

**MIDDLE SCHOOL**

17. Head Football, Volleyball, Basketball, Wrestling, Track, Cross Country & Swimming	2,712	0.0760
18. Assistant Football, Volleyball, Basketball, Wrestling, Track, Cross Country & Swimming	2,509	0.0703
19. Open Assignment		
20. Open Assignment		
21. Open Assignment		

**B. MUSIC**

1. Director & Coordinator of Instrumental Music Program	5,888	0.1650
2. High School Vocal Music Instructor	4,728	0.1325
3. High School Associate Instrumental Music Instructor	4,550	0.1275
4. Assistant Instrumental Music Instructor (two persons with this title)	3,925	0.1100
5. Director of Orchestra & String Instruments	3,925	0.1100
6. Open Assignment		
7. Assistant Orchestra & Strings Director & Middle School Vocal Music Director	3,212	0.0900
8. Guard Instructor (Dance/Flags)	2,212	0.0620
9. Drum Line Instructor	1,873	0.0525

**C. DRAMATICS**

1. High School Dramatics Coach (may be divided, if split assignments)	5,203	0.1458
2. Middle School Dramatics Coach	1,841	0.0516
3. High School Speech		
a. Director of IHSSA (two persons with this title)	1,071	0.0300
b. Large Group Coach (two persons with this title)	1,517	0.0425
c. Individual Event Coach	1,517	0.0425
4. Thespian Society Sponsor	849	0.0238
5. Musical Production Assistant	567	0.0159
a. Pit Orchestra	567	0.0159
b. Musical Choreographer	567	0.0159
c. Musical Assistant	567	0.0159
6. Drama Production Assistant (Middle School)	375	0.0105
7. Musical Production Assistant Director (High School)	2,676	0.0750
8. Forensics		
a. Director of Forensics	1,249	0.0350
b. Forensics Coach: Student Congress & Debate	2,712	0.0760
c. Forensics Coach: Individual Events (NFL)(two persons with this title)	1,313	0.0368
d. Forensics Coach: Mock Trial	1,517	0.0425

**D. PUBLICATIONS**

1. Director of High School Yearbook	3,569	0.1000
2. Director of High School Newspaper	2,141	0.0600
3. Director of Middle School Publications	1,570	0.0440

**E. SPECIAL ASSIGNMENTS**

1. Secondary/Intermediate Gifted & Talented Instructors	2,594	0.0727
2. Human Equity Coordinator	1,784	0.0500

**F. MISCELLANEOUS (The following assignments are not subject to the BA index.)**

1. Director of Driver Education Program	600	
2. Weight Training Supervisor	\$12.50/hr.	
3. Auxiliary Coaching Position for athletic programs that have increased participation or need for extra supervision (safety). Position to be approved annually with recommendation of Athletics/Activities Director and Central Administration. Coaching endorsement required.	\$600 maximum	
4. Summer School Classroom Teacher & Driver Training Teacher for Behind-the-Wheel Instruction-An hourly rate determined by dividing the step & column where the employee is placed on the salary schedule (but not higher than step 7) by 1425.		

5. Extended Contract Pay-An hourly rate determined in the same manner as provided under paragraph 4 above for summer classroom teachers and behind-the-wheel instructors. Extended contract assignments are optional & teachers selected by the Administration to render extended contract services may refuse such assignments by notifying the Administration in writing of such rejection not later than (10) days after the Board approves the Master Agreement for the 2015-2016 school year.
6. Staff Members whose duties are in more than one building or location, providing their assignment requires them to perform duties in more than one building or location during the school day. Staff member keeps mileage logs and receives .39 cents per mile. (Paid twice-at end of first semester & at end of school year.)
7. Any reduction in compensation by reason of absences from duty will be based upon the employee's rate of compensation at the time of the absence & will not take into account the employee's supplemental pay unless the absence occurs during the time that the activity for which supplemental pay is provided is then being conducted.