

COMBINED SALARY SCHEDULE

2021-2022

(Revised September 2021)

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	30,055	38,737	40,741	43,412	45,082	46,752	48,421	51,761
	TSS SALARY	-	5,261	5,430	5,653	5,794	5,934	6,075	6,355
	TOTAL	30,055	43,998	46,171	49,065	50,876	52,686	54,496	58,116
6	BASE INDEX	0.925	1.200	1.260	1.350	1.400	1.450	1.500	1.600
	BASE SALARY	30,889	40,073	42,076	45,082	46,752	48,421	50,091	53,430
	TSS SALARY	-	5,373	5,541	5,794	5,934	6,075	6,214	6,495
	TOTAL	30,889	45,446	47,617	50,876	52,686	54,496	56,305	59,925
7	BASE INDEX	0.950	1.240	1.300	1.400	1.450	1.500	1.550	1.650
	BASE SALARY	31,724	41,409	43,412	46,752	48,421	50,091	51,761	55,100
	TSS SALARY	-	5,485	5,653	5,934	6,075	6,214	6,355	6,635
	TOTAL	31,724	46,894	49,065	52,686	54,496	56,305	58,116	61,735
8	BASE INDEX	0.975	1.280	1.340	1.450	1.500	1.550	1.600	1.710
	BASE SALARY	32,559	42,744	44,748	48,421	50,091	51,761	53,430	57,104
	TSS SALARY	-	5,597	5,766	6,074	6,214	6,355	6,495	6,804
	TOTAL	32,559	48,341	50,514	54,495	56,305	58,116	59,925	63,908
9	BASE INDEX	1.000	1.320	1.390	1.500	1.550	1.600	1.650	1.770
	BASE SALARY	33,394	44,080	46,418	50,091	51,761	53,430	55,100	59,107
	TSS SALARY	-	5,710	5,906	6,214	6,355	6,495	6,635	6,972
	TOTAL	33,394	49,790	52,324	56,305	58,116	59,925	61,735	66,079
10	BASE INDEX	1.025	1.360	1.440	1.550	1.600	1.650	1.710	1.830
	BASE SALARY	34,229	45,416	48,087	51,761	53,430	55,100	57,104	61,111
	TSS SALARY	-	5,822	6,046	6,355	6,495	6,635	6,803	7,140
	TOTAL	34,229	51,238	54,133	58,116	59,925	61,735	63,907	68,251
11	BASE INDEX	1.050	1.400	1.490	1.600	1.650	1.710	1.770	1.890
	BASE SALARY	35,064	46,752	49,757	53,430	55,100	57,104	59,107	63,115
	TSS SALARY	-	5,934	6,186	6,495	6,635	6,804	6,971	7,308
	TOTAL	35,064	52,686	55,943	59,925	61,735	63,908	66,078	70,423
12	BASE INDEX	1.050	1.440	1.540	1.650	1.710	1.770	1.830	1.950
	BASE SALARY	35,064	48,087	51,427	55,100	57,104	59,107	61,111	65,118
	TSS SALARY	-	6,046	6,326	6,635	6,803	6,971	7,140	7,476
	TOTAL	35,064	54,133	57,753	61,735	63,907	66,078	68,251	72,594
13	BASE INDEX	1.050	1.490	1.590	1.710	1.770	1.830	1.890	2.010
	BASE SALARY	35,064	49,757	53,096	57,104	59,107	61,111	63,115	67,122
	TSS SALARY	-	6,186	6,467	6,803	6,971	7,140	7,308	7,645
	TOTAL	35,064	55,943	59,563	63,907	66,078	68,251	70,423	74,767
14	BASE INDEX	1.050	1.490	1.650	1.770	1.830	1.890	1.950	2.070
	BASE SALARY	35,064	49,757	55,100	59,107	61,111	63,115	65,118	69,126
	TSS SALARY	-	6,186	6,635	6,971	7,140	7,308	7,476	7,813
	TOTAL	35,064	55,943	61,735	66,078	68,251	70,423	72,594	76,939
15	BASE INDEX	1.050	1.490	1.650	1.830	1.890	1.950	2.010	2.130
	BASE SALARY	35,064	49,757	55,100	61,111	63,115	65,118	67,122	71,129
	TSS SALARY	-	6,186	6,635	7,140	7,308	7,476	7,644	7,981
	TOTAL	35,064	55,943	61,735	68,251	70,423	72,594	74,766	79,110
16	BASE INDEX	1.050	1.490	1.650	1.830	1.890	2.010	2.070	2.190
	BASE SALARY	35,064	49,757	55,100	61,111	63,115	67,122	69,126	73,133
	TSS SALARY	-	6,186	6,635	7,140	7,308	7,644	7,813	8,150
	TOTAL	35,064	55,943	61,735	68,251	70,423	74,766	76,939	81,283

STEP	INDEX/SALARY	3 YR	BA	BA+15	MA	MA+15	MA+30	MA+45	PHD
17	BASE INDEX	1.050	1.490	1.650	1.830	1.890	2.010	2.110	2.250
	BASE SALARY	35,064	49,757	55,100	61,111	63,115	67,122	70,461	75,137
	TSS SALARY	-	6,186	6,635	7,140	7,308	7,644	7,925	8,318
	TOTAL	35,064	55,943	61,735	68,251	70,423	74,766	78,386	83,455
LONGEVITY SCHEDULE BASED UPON AT LEAST TEN YEARS EXPERIENCE IN THE MARSHALLTOWN COMMUNITY SCHOOL DISTRICT AND SEVENTEEN YEARS FO TOTAL EXPERIENCE									
18	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,900	51,928	57,271	63,282	65,285	69,293	72,632	76,973
	TSS SALARY	-	6,369	6,818	7,322	7,490	7,827	8,108	8,472
	TOTAL	36,900	58,297	64,089	70,604	72,775	77,120	80,740	85,445
19	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,900	51,928	57,271	63,282	65,285	69,293	72,632	76,973
	TSS SALARY	-	6,369	6,818	7,322	7,490	7,827	8,107	8,472
	TOTAL	36,900	58,297	64,089	70,604	72,775	77,120	80,739	85,445
20	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	36,900	51,928	57,271	63,282	65,285	69,293	72,632	76,973
	TSS SALARY	-	6,369	6,817	7,322	7,490	7,827	8,107	8,472
	TOTAL	36,900	58,297	64,088	70,604	72,775	77,120	80,739	85,445
21	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,234	52,596	57,939	63,950	65,953	69,960	73,300	77,307
	TSS SALARY	-	6,425	6,873	7,378	7,546	7,883	8,163	8,500
	TOTAL	37,234	59,021	64,812	71,328	73,499	77,843	81,463	85,807
22	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,234	52,596	57,939	63,950	65,953	69,960	73,300	77,307
	TSS SALARY	-	6,425	6,873	7,378	7,546	7,883	8,163	8,500
	TOTAL	37,234	59,021	64,812	71,328	73,499	77,843	81,463	85,807
23	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	37,234	52,596	57,939	63,950	65,953	69,960	73,300	77,307
	TSS SALARY	-	6,425	6,873	7,378	7,546	7,883	8,163	8,500
	TOTAL	37,234	59,021	64,812	71,328	73,499	77,843	81,463	85,807
24	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,902	53,263	58,606	64,617	66,621	70,628	73,968	77,975
	TSS SALARY	-	6,481	6,929	7,435	7,602	7,939	8,219	8,556
	TOTAL	37,902	59,744	65,535	72,052	74,223	78,567	82,187	86,531
25	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,902	53,263	58,606	64,617	66,621	70,628	73,968	77,975
	TSS SALARY	-	6,481	6,929	7,435	7,602	7,939	8,219	8,556
	TOTAL	37,902	59,744	65,535	72,052	74,223	78,567	82,187	86,531
26	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	37,902	53,263	58,606	64,617	66,621	70,628	73,968	77,975
	TSS SALARY	-	6,481	6,929	7,435	7,602	7,939	8,219	8,556
	TOTAL	37,902	59,744	65,535	72,052	74,223	78,567	82,187	86,531
27	BASE INDEX	1.145	1.615	1.775	1.955	2.015	2.135	2.235	2.345
	BASE SALARY	38,236	53,931	59,274	65,285	67,289	71,296	74,636	78,309
	TSS SALARY	-	6,537	6,985	7,490	7,658	7,995	8,275	8,584
	TOTAL	38,236	60,468	66,259	72,775	74,947	79,291	82,911	86,893

2021-2022		Supplemental Pay Schedule		2021-2022	
The supplemental pay schedule will cover any & all individuals assigned to the following duties and/or positions:					
\$36,066 (index 1.08 of base salary)					
A. ATHLETICS/ACTIVITIES					
HIGH SCHOOL				SALARY	INDEX
1.	Head Football, Basketball & Wrestling	7,213	0.2000		
2.	Head Baseball & Softball	5,680	0.1575		
3.	Head Track	5,500	0.1525		
4.	Head Swimming	5,320	0.1475		
5.	Head Crosscountry & Assistant Football, Basketball & Wrestling	4,148	0.1150		
6.	Head Volleyball & Soccer	4,634	0.1285		
7.	Assistant Swimming, Baseball, Softball, Track, Soccer & Volleyball	3,607	0.1000		
8.	Head Golf, Tennis & Bowling	3,607	0.1000		
9.	Assistant Golf & Tennis	2,164	0.0600		
10.	Cheerleading Sponsor (two persons with this title)	3,967	0.1100		
11.	Assistant Cheerleading Sponsor	2,885	0.0800		
12.	MHS National Honor Society Advisor	1,443	0.0400		
13.	High School Dance Team	3,607	0.1000		
14.	Student Senate Sponsor (shared by at least two persons)	6,402	0.1775		
15.	Robotics Team Coach	1,911	0.0530		
16.	Open Assignment				
MIDDLE SCHOOL					
17.	Head Football, Volleyball, Basketball, Wrestling, Track, Cross Country & Swimming	2,741	0.0760		
18.	Assistant Football, Volleyball, Basketball, Wrestling, Track, Cross Country & Swimming	2,535	0.0703		
19.	Open Assignment				
20.	Open Assignment				
21.	Open Assignment				
B. MUSIC					
1.	Director & Coordinator of Instrumental Music Program	5,951	0.1650		
2.	High School Vocal Music Instructor	4,779	0.1325		
3.	High School Associate Instrumental Music Instructor	4,598	0.1275		
4.	Assistant Instrumental Music Instructor (two persons with this title)	3,967	0.1100		
5.	Director of Orchestra & String Instruments	3,967	0.1100		
6.	Open Assignment				
7.	Assistant Orchestra & Strings Director & Middle School Vocal Music Director	3,246	0.0900		
8.	Guard Instructor (Dance/Flags)	2,236	0.0620		
9.	Drum Line Instructor	1,893	0.0525		
C. DRAMATICS					
1.	High School Dramatics Coach (may be divided, if split assignments)	5,258	0.1458		
2.	Middle School Dramatics Coach	1,861	0.0516		
3.	High School Speech				
a.	Director of IHSSA (two persons with this title)	1,082	0.0300		
b.	Large Group Coach (two persons with this title)	1,533	0.0425		
c.	Individual Event Coach	1,533	0.0425		
4.	Thespian Society Sponsor	858	0.0238		
5.	Musical Production Assistant	573	0.0159		
a.	Pit Orchestra	573	0.0159		
b.	Musical Choreographer	573	0.0159		
c.	Musical Assistant	573	0.0159		

		2021-2022	Supplemental Pay Schedule	2021-2022		
		6. Drama Production Assistant (Middle School)		379		0.0105
		7. Musical Production Assistant Director (High School)		2,705		0.0750
		8. Forensics				
		a. Director of Forensics		1,262		0.0350
		b. Forensics Coach: Student Congress & Debate		2,741		0.0760
		c. Forensics Coach: Individual Events (NFL)(two persons with this title)		1,327		0.0368
		d. Forensics Coach: Mock Trial		1,533		0.0425
D. PUBLICATIONS						
		1. Director of High School Yearbook		3,607		0.1000
		2. Director of High School Newspaper		2,164		0.0600
		3. Director of Middle School Publications		1,587		0.0440
E. SPECIAL ASSIGNMENTS						
		1. Secondary/Intermediate Gifted & Talented Instructors		2,622		0.0727
		2. Human Equity Coordinator		1,803		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.				