

APPENDIX B

IOWA CITY COMMUNITY SCHOOL DISTRICT CERTIFICATED EMPLOYEES' BASIC SALARY SCHEDULE 2025-2026

Step	BA	BA+20	MA/BA+45	MA+15	MA+30
1	50,000	51,000	52,000	53,000	54,000
2	50,500	51,500	52,500	53,500	54,647
3	51,000	52,000	53,000	54,864	57,455
4	51,500	52,500	54,647	57,455	60,263
5	52,000	54,000	57,023	60,047	63,071
6	52,920	56,159	59,399	62,639	65,879
7	54,864	58,319	61,775	65,231	68,686
8	56,807	60,479	64,151	67,823	71,495
9	58,751	62,639	66,527	70,415	74,302
10	60,695	64,799	68,904	73,007	77,111
11	62,639	66,960	71,279	75,599	79,920
12	64,583	69,119	73,654	78,191	82,726
13	66,527	71,279	76,031	80,783	85,535
14	69,909	74,981	80,053	85,125	90,198
<i>top step ***</i>	3,500	3,600	3,700	3,800	3,900

Master of Fine Arts, Educational Specialist, or Masters + 50 - Additional \$250.00;
Doctorate Degree - Additional \$1,000.00.

Full time teachers who have been at the 14th step of the salary schedule sufficient time to advance one step vertically for the 2025-2026 school year as defined in Section II, C of Article XIII, shall receive an off schedule increment of BA: \$3500, BA+20: \$3600, MA: \$3700, MA+15: \$3800, MA+30: \$3900. Less than full time employees shall receive a prorated amount of the above longevity.

Employees with 20 years of teaching experience in ICCSD will receive a \$1000/year retention bonus.

Employees with 25 years of teaching experience in ICCSD will receive an additional \$2000/year retention bonus.

****BA+45 lane – moving to this lane will no longer be an option after September 10, 2008. All employees on this lane before that date will be grandfathered in and stay on the master's lane.**