COLOMA COMMUNITY SCHOOLS

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COLOMA EDUCATION ASSOCIATION

SALARY RE-OPENER 2026-2028

TENTATIVE AGREEMENT

Article 15: Salary Schedule

2026-27: Two (2) Steps on the Salary Schedule

2027-28: One (1) Step on the Salary Schedule

2.5% off-schedule bonus

Eligible bargaining unit members shall receive an off-schedule bonus equal to two and one-half percent (2.5%) of their applicable annual salary.

Employees shall elect one (1) of the following payment options for the duration of the applicable school year:

Option 1 – Lump Sum Payments:
The off-schedule bonus shall be paid in two (2) equal installments, with fifty percent (50%) paid in the first regularly scheduled payroll in December and the remaining fifty percent (50%) paid in the first regularly scheduled payroll in June.

Option 2 – Payroll Distribution:
The off-schedule bonus shall be prorated and paid in twenty-five (25) equal installments over the employee's regularly scheduled payrolls during the payroll year.

Eliminate Step 2.

Longevity Payment

Employees who have attained the maximum step of the salary schedule and are no longer eligible for advancement through the step schedule shall receive a longevity payment of Two Thousand Dollars ($2,000).

The longevity payment shall be paid in lieu of any salary schedule step increase that would otherwise have been earned had additional steps existed beyond the maximum step. The longevity payment shall be added to the employee's annual compensation and shall be paid in equal installments consistent with the employee's regular payroll schedule.

The longevity payment shall not create an additional salary schedule step, shall not alter an employee's placement on the salary schedule, and shall not establish a new base salary for purposes of future schedule movement.

Term of Provision. The parties expressly agree that this Section is effective only for the duration of the 2026–2028 Collective Bargaining Agreement. Unless the parties mutually agree in writing to extend, modify, or incorporate this provision into a successor agreement, this Section shall automatically expire upon the expiration of the 2026–2028 Collective Bargaining Agreement and shall have no force or effect thereafter.

New Teacher Signing Bonus

First Year Teachers Entering the Profession

Teachers who have recently graduated from an accredited college or university and are entering the teaching profession for the first time shall be eligible for a one-time signing bonus of Two Thousand Five Hundred Dollars ($2,500).

The signing bonus shall be paid in two (2) equal installments:

1. One Thousand Two Hundred Fifty Dollars ($1,250) shall be paid upon successful completion of the first semester of the employee's initial school year; and
2. One Thousand Two Hundred Fifty Dollars ($1,250) shall be paid upon successful completion of the employee's full 183-day teaching contract for that school year.

To receive each installment, the employee must remain employed by the District and satisfactorily fulfill all contractual obligations through the applicable payment date. If the employee does not complete the required portion of the 183-day teaching contract, any unpaid portion of the signing bonus shall be forfeited.

Experienced Teachers

Teachers newly hired by the District who have prior teaching experience in another school district or other educational setting shall be eligible for a one-time signing bonus of One Thousand Dollars ($1,000).

For purposes of this provision, a "new hire" is defined as any teacher who has not previously been employed by the District in a bargaining unit position and who brings prior teaching experience from another school district or recognized teaching capacity.

This bonus shall be paid out in full at the completion of the school year in June. If an employee is hired before the end of September, the employee will receive the full bonus. If hired after Sept 30th, the bonus will be prorated according to the following schedule: June of the contract year and the anniversary date of their hire. If an employee does not fulfill their 183-day teacher contract, they shall forfeit their new hire signing bonus.

A teacher shall be eligible to receive only one (1) District signing bonus during the course of the teacher's employment with the District. R-26

Multi-Building Assignment Stipend

Core teachers whose regular teaching assignment requires them to provide instruction in two (2) or more District buildings during the same school year shall receive an annual stipend of Two Thousand Dollars ($2,000).

To be eligible for the stipend, the assignment to multiple buildings must be part of the teacher's regular work schedule as established by the District and shall not include occasional meetings, professional development activities, or voluntary assignments outside the teacher's regular instructional responsibilities.

The stipend shall be paid through the employee's regular payroll in equal installments over the course of the school year and shall be subject to all applicable payroll deductions and withholdings. Teachers who begin or end a qualifying multi-building assignment during the school year shall receive a prorated stipend based on the portion of the school year during which the qualifying assignment was performed.

For purposes of this provision, a "core teacher" shall mean a teacher assigned to provide instruction in the District's core academic subject areas as defined by the District and applicable state requirements.

Salary Schedule

2026-28 Pay Scale

	Bachelors Arts/Science	Masters Arts/Science
STEP	Contract $	Contract $
26	$78,833	$89,651
25	$77,548	$88,152
24	$76,263	$86,652
23	$74,977	$85,153
22	$73,692	$83,654
21	$72,407	$82,154
20	$71,122	$80,655
19	$69,837	$79,154
18	$68,550	$77,655
17	$67,265	$76,155
16	$65,980	$74,656
15	$64,695	$73,157
14	$63,410	$71,657
13	$62,124	$70,158
12	$60,839	$68,657
11	$59,554	$67,158
10	$58,268	$65,659
9	$56,982	$64,159
8	$55,697	$62,660
7	$54,412	$61,160
6	$53,127	$59,661
5	$51,842	$58,161
4	$50,556	$56,661
3	$49,271	$55,162
~~2~~	~~$47,985~~	~~$53,662~~
~~1~~	~~$47,700~~	~~$52,163~~

Service Credit Incentive

Beginning 2023-2024, teachers who have worked in the District shall be advanced one (1) step upon achieving the following years of service with the Coloma Community Schools:

- Five (5) years
- Ten (10) years
- Fifteen (15) years
- Twenty (20) years
- Twenty-five (25) years
- Thirty (30) years

In the event that a teacher who has achieved the top step of the salary schedule and who is eligible for a service anniversary, the teacher shall be awarded a one-time bonus of $2500. R-25

Steps

Steps do not represent years of experience. Multiple steps may be accrued in a number of ways. For example, additional steps may be bargained. Or extra steps may be awarded as service credit. N-25

Article 16: Extra-curricular Salary Schedule

Removal of non-staff lanes.

Removal of the label "District Staff."

$100 added to each step for clubs.

Article 16: Extra-curricular Salary Schedule

Building	Club/Additional Pay	Years 1-4	Years 5-8	Years 9+
HS	Freshman Class Advisor	$883	$935	$987
HS	Sophomore Class Advisor	$1,300	$1,353	$1,405
HS	Junior Class Advisor	$2,814	$3,075	$3,336
HS	Senior Class Advisor	$1,666	$1,797	$1,953
HS	National Honor Society	$1,666	$1,797	$1,953
HS	Student Council Advisor	$1,666	$1,797	$1,953
HS	Spanish Club	$1,666	$1,797	$1,953
HS	Academic Challenge Advisor	$1,666	$1,797	$1,953
HS	Metal Works Clubs Advisor	$1,666	$1,797	$1,953
HS	Gear Heads Club	$1,666	$1,797	$1,953
HS	Art Club	$1,666	$1,797	$1,953
HS	Drama Club	$1,666	$1,797	$1,953
HS	SSD Coordinator	$1,566	$1,697	$1,853
HS	Robotics Club Advisor	$1,666	$1,797	$1,953
HS	Film Club	$1,666	$1,797	$1,953
HS	Yearbook Advisor	$2,501	$2,606	$2,710
HS	Choir Director	$3,080	$3,393	$3,706
HS	Band Director	$4,646	$5,090	$5,533
HS	Color Guard	$1,666	$1,797	$1,953
HS	International Club	$1,666	$1,797	$1,953
JH	Honor Club	$1,666	$1,797	$1,953
JH	Robotics Club Advisor	$1,666	$1,797	$1,953
JH	Yearbook Advisor	$1,144	$1,197	$1,249
JH	Student Council Advisor	$1,666	$1,797	$1,953
JH	Art Club	$1,666	$1,797	$1,953
JH	Peer Mentoring Program	$1,666	$1,797	$1,953

CI	Robotics Club Advisor	$1,666	$1,797	$1,953
CI	Academic Challenge	$1,666	$1,797	$1,953
District	WIDA Assessment Coordinator	$1,566	$1,697	$1,853
District	PLC Leader N-19	$275	$275	$275
District	School Improvement Committee N-21	$275	$275	$275
District	PBIS Team	$275	$275	$275
District	Newly Board Approved Club Advisor	$1,666	$1,797	$1,953

It is expressly understood that teachers assigned to the above positions shall not acquire any tenure-type status in those positions.
R-26

Article 17: Athletic Salary Schedule

Removal of non-staff lanes.

Removal of the label "District Staff."

$250 added to each step for all varsity head coach positions

Add positions:
Girls Varsity Wrestling
Varsity Assistant Cheer Coach

Article 17: Athletic Salary Schedule

Team	Contract	Years 1-4	Years 5-8	Years 9+
Baseball	Varsity Head Coach	$5,000	$5,418	$5,809
Baseball	Varsity Assistant Coach	$2,767	$3,002	$3,236
Baseball	JV Head Coach	$2,767	$3,002	$3,236
Boys Basketball	Varsity Head Coach	$6,566	$7,167	$7,662
Boys Basketball	JV Head Coach	$4,019	$4,307	$4,646
Boys Basketball	8th Grade Head Coach	$2,767	$3,002	$3,236
Boys Basketball	7th Grade Head Coach	$2,767	$3,002	$3,236
Girls Basketball	Varsity Head Coach	$6,566	$7,167	$7,662
Girls Basketball	JV Head Coach	$4,019	$4,307	$4,646
Girls Basketball	8th Grade Head Coach	$2,767	$3,002	$3,236
Girls Basketball	7th Grade Head Coach	$2,767	$3,002	$3,236

Boys Bowling	Varsity Head Coach	$3,017	$3,252	$3,486
Girls Bowling	Varsity Head Coach	$3,017	$3,252	$3,486

Competitive Cheer	Varsity Head Coach	$3,017	$3,252	$3,486
Competitive Cheer	Varsity Assistant Coach	$1,566	$1,697	$1,853
Competitive Cheer	JH Head Coach	$1,566	$1,697	$1,853
Sideline Cheer (CLUB)	Varsity Head Coach	$1,566	$1,697	$1,853

Boys & Girls Cross Country	Varsity Head Coach	$4,269	$4,557	$4,896
Boys & Girls Cross Country	JH Head Coach	$2,767	$3,002	$3,236

Football	Varsity Head Coach	$6,566	$7,167	$7,662
Football	Varsity Assistant Coach	$4,019	$4,307	$4,646
Football	Varsity Assistant Coach	$4,019	$4,307	$4,646
Football	JV Head Coach	$4,019	$4,307	$4,646
Football	JV Assistant Coach	$3,550	$3,863	$4,176
Football	JH Head Coach	$3,550	$3,863	$4,176
Football	JH Assistant Coach	$2,767	$3,002	$3,236

Golf	Varsity Head Coach	$4,269	$4,557	$4,896

Boys Soccer	Varsity Head Coach	$5,000	$5,418	$5,809
Girls Soccer	Varsity Head Coach	$5,000	$5,418	$5,809

Softball	Varsity Head Coach	$5,000	$5,418	$5,809
Softball	Varsity Assistant Coach	$2,767	$3,002	$3,236
Softball	JV Head Coach	$2,767	$3,002	$3,236

**Boys Track	Varsity Head Coach	$5,000	$5,418	$5,809
Boys Track	Varsity Assistant Coach	$2,767	$3,002	$3,236
**Girls Track	Varsity Head Coach	$5,000	$5,418	$5,809
Girls Track	Varsity Assistant Coach	$2,767	$3,002	$3,236
Boys & Girls Track	JH Head Coach	$2,767	$3,002	$3,236
Boys & Girls Track	JH Assistant Coach	$2,375	$2,610	$2,793

Volleyball	Varsity Head Coach	$5,000	$5,418	$5,809
Volleyball	JV Head Coach	$3,550	$3,863	$4,176
Volleyball	8th Grade Head Coach	$2,767	$3,002	$3,236
Volleyball	7th Grade Head Coach	$2,767	$3,002	$3,236

Boys Wrestling	Varsity Head Coach	$6,566	$7,167	$7,662
Boys Wrestling	JV Head Coach	$4,019	$4,307	$4,646
Boys & Girls Wrestling	JH Head Coach	$3,550	$3,863	$4,176
Boys & Girls Wrestling	JH Assistant Coach	$2,767	$3,002	$3,236
Girls Wrestling	Varsity Head Coach	$6,566	$7,167	$7,662

**Combined compensation for a SINGLE coach. In the event of one coach for boys/girls track, compensation shall be $7,050/$7,650/$8,250 based on experience in that sport.

It is expressly understood that teachers assigned to the above positions shall not acquire any tenure-type status in those positions.
R-26

COLOMA COMMUNITY SCHOOLS

Date: 7-27-26

COLOMA EDUCATION ASSOCIATION

Rebecca Ross

Date: 7/28/26