

Master Contract
Corning Community School
Corning, Iowa
2026-2028

Table of Contents

Article 1	Recognition
Article 2	Base Wage
Article 3	Duration
Appendices	Salary Schedule Extra Duty Schedule

Article I: Recognition

A. Unit Description

The Board hereby recognizes the Corning Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 92) issued by the PERB on the 4th day of September, 1975.

The unit described in the above certification is as follows:

INCLUDED: All full-time and regular part-time professional personnel including classroom teachers, librarian, guidance director, and nurse.

EXCLUDED: Superintendent, principals, technology coordinator, athletic director, and all non-professional employees, and other persons excluded by Section 4 of the Act.

B. Definitions

1. The term "Board," as used in the Agreement, shall mean the Board of Education of the Corning Community School District or its duly authorized representatives.
2. The term "employee," as used in this Agreement, shall mean any professional employee represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association," as used in this Agreement, shall mean the Corning Community Education Association or its duly authorized representatives or agents who are presently employed by the Corning Community School District.

ARTICLE II: BASE WAGE

Base Wage will be \$48,000 for the 2026-2027 school year and the base wage includes TSS as calculated yearly. The parties agree that the salary schedule or schedule B may remain in this Agreement pending a PERB ruling on negotiability. If PERB (or a Court) rules that the schedules are not "base wages" they shall be removed from the contract and placed in the Employee Handbook.

Article III: Duration

This Agreement shall be effective July 1, 2026, and continue through June 30, 2028.

A. Signature Clause

In witness whereof the parties have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiator, and their signatures placed thereon, all on the

3rd Day of March, 2026

Corning Community Education
Association

Corning Community School
Board of Education

Signature on MOU below
By Its President

Signature on MOU below
By Its President

By Its Chief Negotiator

By Its Chief Negotiator

MEMORANDUM OF UNDERSTANDING
between
CORNING COMMUNITY SCHOOL DISTRICT
and
CORNING EDUCATION ASSOCIATION

Corning Community School District (hereinafter "the District") and Corning Education Association (hereinafter "the Association") enter into this Memorandum of Understanding.

WHEREAS, the District and the Association are parties to a collective bargaining agreement effective July 1, 2025 and continuing through June 30, 2027, the duration of which is specified in Article III of the current collective bargaining agreement; and

WHEREAS, the District and Association desire to extend the duration of the current collective bargaining agreement an additional two years; and

WHEREAS, the collective bargaining agreement contains provisions addressing Base Wages (Article II); and

WHEREAS, the District and Association desire to make a mid-contract adjustment to wages in the collective bargaining agreement.

Based upon the foregoing, the District and Association agree as follows:

1. The District and Association agree to extend the current collective bargaining agreement for two additional years by replacing the language in Article III to read:

Article III: Duration Period This Agreement shall be effective July 1, 2025 and continue through June 30, 2029.

2. Effective July 1, 2026, the District and Association agree that the language in Article II shall be replaced by the following language that incorporates EXHIBIT A, which is attached hereto:

Base Wage will be \$48,000 for Step 1 for the 2026-2027 school year, \$48,720 for the 2027-2028 school year, \$49,450 for the 2028-2029 school year, and the base wage includes TSS as calculated yearly. The parties agree that the salary schedule or schedule B may remain in this Agreement pending a PERB ruling on negotiability. If PERB (or a Court) rules that schedules are not "base wages" they shall be removed from the contract and placed in the Employee Handbook.

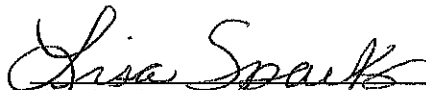
3. The District and Association agree that, if the approved state supplemental aid ("SSA") for any year of the agreement is below one percent (1%) or greater than 4%, the agreement shall be reopened for that specific year only.

4. The remaining Articles of the current collective bargaining agreement between the District and Association remain unchanged by this MOU.



For the District

3-3-26
Date



For the Association

3/26/2026
Date

EXHIBIT A

Corning 2026-2027						
Step	BA	BA+30	MA	Sup. Base	47500	
1	50000	50000	50680			
2	50000	50544	51984	Activity		%
3	50208	51648	53088	Head HS Coach	11.0	5225
4	51312	52752	54192	Head HS B/G Track	9.0	4275
5	52416	53856	55296	Head HS B/G Golf	9.0	4275
6	53520	54960	56400	Head HS B/G Tennis	9.0	4275
7	54624	56064	57504	Asst HS Coach	8.0	3800
8	55728	57168	58608	Asst HS Track/Tennis	6.0	2850
9	56832	58272	59712	Cross Country	9.0	4275
10	57936	59376	60816	Cheerleading	5.0	2375
11	59040	60480	61920	Dance Team Sponsor	5.0	2375
12	60144	61584	63024	Large Group Speech	3.0	1425
13	62,000	62688	64128	Individual Speech	3.0	1425
14	62,000	63,188	65232	Vocal Director-Musical	5.0	2375
15	62,000	63,688	65,732	Band Director-Musical	5.0	2375
16	62,144	64,188	66,232	Yearbook Sponsor-HS	6.0	2850
17	62,644	64,688	66,732	Yearbook Sponsor-EL	1.5	713
18	63,144	65,188	67,232	Instrumental Music Director	9.0	4275
19	63,644	65,688	67,732	Vocal Music Director	9.0	4275
20	64,144	66,188	68,232	K-4 Vocal Music Director	3	1425
21	64,644	66,688	68,732	Y-Teen Sponsor	2.5	1188
22	65,144	67,188	69,232	Head Concessionaire	4.25	2019
23	65,644	67,688	69,732	Drama-Fall Play	5.0	2375
24	66,144	68,188	70,232	Band Assistant-Musical	3.0	1425
25	66,644	68,688	70,732	FBLA Sponsor	5.0	2375
26	67,144	69,188	71,232	FCCLA Sponsor	5.0	2375
27	67,644	69,688	71,732			
28	68,144	70,188	72,232	National Honor Society	1.5	713
29	68,644	70,688	72,732	Student Council	5.0	2375
30	69,144	71,188	73,232	Prom Advisors	2.5	1188
31	69,644	71,688	73,732		1 Advisor	1 4750
32	70,144	72,188	74,232		2 Advisors	1/2 2375
33	70,644	72,688	74,732		3 Advisors	1/3 1583
34	71,144	73,188	75,232		4 Advisors	1/4 1188
35	71,644	73,688	75,732	Quiz Bowl	1.0	475

Corning 2027-2028

Step	BA	BA+30	MA	Sup. Base	47500		
1	50000	50182	51643				
2	50000	51302	52764	Activity		%	
3	50961	52423	53884	Head HS Coach		11.0	5225
4	52082	53543	55005	Head HS B/G Track		9.0	4275
5	53202	54664	56125	Head HS B/G Golf		9.0	4275
6	54323	55784	57246	Head HS B/G Tennis		9.0	4275
7	55443	56905	58367	Asst HS Coach		8.0	3800
8	56564	58026	59487	Asst HS Track/Tennis		6.0	2850
9	57684	59146	60608	Cross Country		9.0	4275
10	58805	60267	61728	Cheerleading		5.0	2375
11	59925	61387	62849	Dance Team Sponsor		5.0	2375
12	61046	62508	63969	Large Group Speech		3.0	1425
13	62000	63628	65090	Individual Speech		3.0	1425
14	62046	64128	66210	Vocal Director-Musical		5.0	2375
15	62546	64628	66710	Band Director-Musical		5.0	2375
16	63046	65128	67210	Yearbook Sponsor-HS		6.0	2850
17	63546	65628	67710	Yearbook Sponsor-EL		1.5	713
18	64046	66128	68210	Instrumental Music Director		9.0	4275
19	64546	66628	68710	Vocal Music Director		9.0	4275
20	65046	67128	69210	K-4 Vocal Music Director		3	1425
21	65546	67628	69710	Y-Teen Sponsor		2.5	1188
22	66046	68128	70210	Head Concessionaire		4.25	2019
23	66546	68628	70710	Drama-Fall Play		5.0	2375
24	67046	69128	71210	Band Assistant-Musical		3.0	1425
25	67546	69628	71710	FBLA Sponsor		5.0	2375
26	68046	70128	72210	FCCLA Sponsor		5.0	2375
27	68546	70628	72710				
28	69046	71128	73210	National Honor Society		1.5	713
29	69546	71628	73710	Student Council		5.0	2375
30	70046	72128	74210	Prom Advisors		2.5	1188
31	70546	72628	74710		1 Advisor	1	4750
32	71046	73128	75210		2 Advisor	1/2	2375
33	71546	73628	75710		3 Advisor	1/3	1583
34	72046	74128	76210		4 Advisor	1/4	1188
35	72546	74628	76710	Quiz Bowl		1.0	475

Corning 2028-2029							
Step	BA	BA+30	MA	Sup. Base	47500		
1	50000	50934	52417				
2	50587	52071	53554				
3	51725	53208	54692	Activity	%		
4	52862	54346	55829	Head HS Coach	11.0	5225	
5	53999	55483	56966	Head HS B/G Track	9.0	4275	
6	55137	56620	58104	Head HS B/G Golf	9.0	4275	
7	56274	57758	59241	Head HS B/G Tennis	9.0	4275	
8	57411	58895	60378	Asst HS Coach	8.0	3800	
9	58549	60032	61516	Asst HS Track/Tennis	6.0	2850	
10	59686	61170	62653	Cross Country	9.0	4275	
11	60824	62307	63791	Cheerleading	5.0	2375	
12	61961	63444	64928	Dance Team Sponsor	5.0	2375	
13	62461	64582	66065	Large Group Speech	3.0	1425	
14	62961	65082	67203	Individual Speech	3.0	1425	
15	63461	65582	67703	Vocal Director-Musical	5.0	2375	
16	63961	66082	68203	Band Director-Musical	5.0	2375	
17	64461	66582	68703	Yearbook Sponsor-HS	6.0	2850	
18	64961	67082	69203	Yearbook Sponsor-EL	1.5	713	
19	65461	67582	69703	Instrumental Music Director	9.0	4275	
20	65961	68082	70203	Vocal Music Director	9.0	4275	
21	66461	68582	70703	K-4 Vocal Music Director	3	1425	
22	66961	69082	71203	Y-Teen Sponsor	2.5	1188	
23	67461	69582	71703	Head Concessionaire	4.25	2019	
24	67961	70082	72203	Drama-Fall Play	5.0	2375	
25	68461	70582	72703	Band Assistant-Musical	3.0	1425	
26	68961	71082	73203	FBLA Sponsor	5.0	2375	
27	69461	71582	73703	FCCLA Sponsor	5.0	2375	
28	69961	72082	74203	National Honor Society	1.5	713	
29	70461	72582	74703	Student Council	5.0	2375	
30	70961	73082	75203	Prom Advisors	2.5	1188	
31	71461	73582	75703		1 Advisor	1	4750
32	71961	74082	76203		2 Advisors	1/2	2375
33	72461	74582	76703		3 Advisors	1/3	1583
34	72961	75082	77203		4 Advisors	1/4	1188
35	73461	75582	77703	Quiz Bowl	1.0	475	

4912-4054-6708-1\16471-000