

**MARSHALLTOWN COMMUNITY SCHOOL DISTRICT
2025-2026 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	31,927	41,150	43,278	46,116	47,890	49,664	51,437	54,985
	TSS SALARY	6,762	8,850	7,305	7,440	7,525	7,610	7,695	7,865
	TOTAL	38,689	50,000	50,583	53,556	55,415	57,274	59,132	62,850
6	BASE INDEX	0.925	1.200	1.260	1.350	1.400	1.450	1.500	1.600
	BASE SALARY	32,813	42,569	44,697	47,890	49,664	51,437	53,211	56,758
	TSS SALARY	6,804	7,431	7,372	7,525	7,610	7,695	7,780	7,949
	TOTAL	39,617	50,000	52,069	55,415	57,274	59,132	60,991	64,707
7	BASE INDEX	0.950	1.240	1.300	1.400	1.450	1.500	1.550	1.650
	BASE SALARY	33,700	43,988	46,116	49,664	51,437	53,211	54,985	58,532
	TSS SALARY	6,846	7,339	7,440	7,610	7,695	7,780	7,865	8,034
	TOTAL	40,546	51,327	53,556	57,274	59,132	60,991	62,850	66,566
8	BASE INDEX	0.975	1.280	1.340	1.450	1.500	1.550	1.600	1.710
	BASE SALARY	34,587	45,407	47,535	51,437	53,211	54,985	56,758	60,661
	TSS SALARY	6,889	7,406	7,508	7,695	7,780	7,865	7,949	8,136
	TOTAL	41,476	52,813	55,043	59,132	60,991	62,850	64,707	68,797
9	BASE INDEX	1.000	1.320	1.390	1.500	1.550	1.600	1.650	1.770
	BASE SALARY	35,474	46,826	49,309	53,211	54,985	56,758	58,532	62,789
	TSS SALARY	6,931	7,474	7,593	7,780	7,865	7,949	8,034	8,238
	TOTAL	42,405	54,300	56,902	60,991	62,850	64,707	66,566	71,027
10	BASE INDEX	1.025	1.360	1.440	1.550	1.600	1.650	1.710	1.830
	BASE SALARY	36,361	48,245	51,083	54,985	56,758	58,532	60,661	64,917
	TSS SALARY	6,974	7,542	7,678	7,865	7,949	8,034	8,136	8,340
	TOTAL	43,335	55,787	58,761	62,850	64,707	66,566	68,797	73,257
11	BASE INDEX	1.050	1.400	1.490	1.600	1.650	1.710	1.770	1.890
	BASE SALARY	37,248	49,664	52,856	56,758	58,532	60,661	62,789	67,046
	TSS SALARY	7,016	7,610	7,763	7,949	8,034	8,136	8,238	8,442
	TOTAL	44,264	57,274	60,619	64,707	66,566	68,797	71,027	75,488
12	BASE INDEX	1.050	1.440	1.540	1.650	1.710	1.770	1.830	1.950
	BASE SALARY	37,248	51,083	54,630	58,532	60,661	62,789	64,917	69,174
	TSS SALARY	7,016	7,678	7,848	8,034	8,136	8,238	8,340	8,543
	TOTAL	44,264	58,761	62,478	66,566	68,797	71,027	73,257	77,717
13	BASE INDEX	1.050	1.510	1.590	1.710	1.770	1.830	1.890	2.010
	BASE SALARY	37,248	53,566	56,404	60,661	62,789	64,917	67,046	71,303
	TSS SALARY	7,016	8,434	7,932	8,136	8,238	8,340	8,442	8,645
	TOTAL	44,264	62,000	64,336	68,797	71,027	73,257	75,488	79,948
14	BASE INDEX	1.050	1.510	1.650	1.770	1.830	1.890	1.950	2.070
	BASE SALARY	37,248	53,566	58,532	62,789	64,917	67,046	69,174	73,431
	TSS SALARY	7,016	8,434	8,034	8,238	8,340	8,442	8,543	8,747
	TOTAL	44,264	62,000	66,566	71,027	73,257	75,488	77,717	82,178
15	BASE INDEX	1.050	1.510	1.650	1.830	1.890	1.950	2.010	2.130
	BASE SALARY	37,248	53,566	58,532	64,917	67,046	69,174	71,303	75,560
	TSS SALARY	7,016	8,434	8,034	8,340	8,442	8,543	8,645	8,849
	TOTAL	44,264	62,000	66,566	73,257	75,488	77,717	79,948	84,409

STEP	INDEX/SALARY	3 YR	BA	BA+15	MA	MA+15	MA+30	MA+45	PHD
16	BASE INDEX	1.050	1.510	1.650	1.830	1.890	2.010	2.070	2.190
	BASE SALARY	37,248	53,566	58,532	64,917	67,046	71,303	73,431	77,688
	TSS SALARY	7,016	8,434	8,034	8,340	8,442	8,645	8,747	8,951
	TOTAL	44,264	62,000	66,566	73,257	75,488	79,948	82,178	86,639
17	BASE INDEX	1.050	1.510	1.650	1.830	1.890	2.010	2.110	2.250
	BASE SALARY	37,248	53,566	58,532	64,917	67,046	71,303	74,850	79,817
	TSS SALARY	7,016	8,434	8,034	8,340	8,442	8,645	8,815	9,052
	TOTAL	44,264	62,000	66,566	73,257	75,488	79,948	83,665	88,869
18	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,199	55,162	60,838	67,223	69,352	73,609	77,156	81,768
	TSS SALARY	7,109	7,873	8,145	8,450	8,552	8,756	8,925	9,146
	TOTAL	46,308	63,035	68,983	75,673	77,904	82,365	86,081	90,914
19	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,199	55,162	60,838	67,223	69,352	73,609	77,156	81,768
	TSS SALARY	7,109	7,873	8,145	8,450	8,552	8,756	8,925	9,146
	TOTAL	46,308	63,035	68,983	75,673	77,904	82,365	86,081	90,914
20	BASE INDEX	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,199	55,162	60,838	67,223	69,352	73,609	77,156	81,768
	TSS SALARY	7,109	7,873	8,145	8,450	8,552	8,756	8,925	9,146
	TOTAL	46,308	63,035	68,983	75,673	77,904	82,365	86,081	90,914
21	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,554	55,872	61,547	67,933	70,061	74,318	77,865	82,122
	TSS SALARY	7,126	7,907	8,179	8,484	8,586	8,789	8,959	9,163
	TOTAL	46,680	63,779	69,726	76,417	78,647	83,107	86,824	91,285
22	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,554	55,872	61,547	67,933	70,061	74,318	77,865	82,122
	TSS SALARY	7,126	7,907	8,179	8,484	8,586	8,789	8,959	9,163
	TOTAL	46,680	63,779	69,726	76,417	78,647	83,107	86,824	91,285
23	BASE INDEX	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,554	55,872	61,547	67,933	70,061	74,318	77,865	82,122
	TSS SALARY	7,126	7,907	8,179	8,484	8,586	8,789	8,959	9,163
	TOTAL	46,680	63,779	69,726	76,417	78,647	83,107	86,824	91,285
24	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,263	56,581	62,257	68,642	70,771	75,028	78,575	82,832
	TSS SALARY	7,160	7,941	8,212	8,518	8,620	8,823	8,993	9,197
	TOTAL	47,423	64,522	70,469	77,160	79,391	83,851	87,568	92,029
25	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,263	56,581	62,257	68,642	70,771	75,028	78,575	82,832
	TSS SALARY	7,160	7,941	8,212	8,518	8,620	8,823	8,993	9,197
	TOTAL	47,423	64,522	70,469	77,160	79,391	83,851	87,568	92,029
26	BASE INDEX	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,263	56,581	62,257	68,642	70,771	75,028	78,575	82,832
	TSS SALARY	7,160	7,941	8,212	8,518	8,620	8,823	8,993	9,197
	TOTAL	47,423	64,522	70,469	77,160	79,391	83,851	87,568	92,029
27	BASE INDEX	1.145	1.615	1.775	1.955	2.015	2.135	2.235	2.345
	BASE SALARY	40,618	57,291	62,966	69,352	71,480	75,737	79,284	83,187
	TSS SALARY	7,177	7,975	8,246	8,552	8,654	8,857	9,027	9,214
	TOTAL	47,795	65,266	71,212	77,904	80,134	84,594	88,311	92,401