MARSHALLTOWN COMMUNITY SCHOOL DISTRICT
2026-2027 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	32,242	41,556	43,705	46,571	48,362	50,154	51,945	55,527
	TSS SALARY	-	8,444	7,262	7,397	7,482	7,567	7,652	7,822
	TOTAL	**32,242**	**50,000**	**50,967**	**53,968**	**55,844**	**57,721**	**59,597**	**63,349**
6	**BASE INDEX**	0.925	1.200	1.260	1.350	1.400	1.450	1.500	1.600
	BASE SALARY	33,137	42,989	45,138	48,362	50,154	51,945	53,736	57,318
	TSS SALARY	-	7,228	7,330	7,482	7,567	7,652	7,737	7,906
	TOTAL	**33,137**	**50,217**	**52,468**	**55,844**	**57,721**	**59,597**	**61,473**	**65,224**
7	**BASE INDEX**	0.950	1.240	1.300	1.400	1.450	1.500	1.550	1.650
	BASE SALARY	34,033	44,422	46,571	50,154	51,945	53,736	55,527	59,110
	TSS SALARY	-	7,296	7,397	7,567	7,652	7,737	7,822	7,991
	TOTAL	**40,836**	**51,718**	**53,968**	**57,721**	**59,597**	**61,473**	**63,349**	**67,101**
8	**BASE INDEX**	0.975	1.280	1.340	1.450	1.500	1.550	1.600	1.710
	BASE SALARY	34,928	45,855	48,004	51,945	53,736	55,527	57,318	61,259
	TSS SALARY	-	7,363	7,465	7,652	7,737	7,822	7,906	8,093
	TOTAL	**34,928**	**53,218**	**55,469**	**59,597**	**61,473**	**63,349**	**65,224**	**69,352**
9	**BASE INDEX**	1.000	1.320	1.390	1.500	1.550	1.600	1.650	1.770
	BASE SALARY	35,824	47,288	49,795	53,736	55,527	57,318	59,110	63,408
	TSS SALARY	-	7,431	7,550	7,737	7,822	7,906	7,991	8,195
	TOTAL	**35,824**	**54,719**	**57,345**	**61,473**	**63,349**	**65,224**	**67,101**	**71,603**
10	**BASE INDEX**	1.025	1.360	1.440	1.550	1.600	1.650	1.710	1.830
	BASE SALARY	36,720	48,721	51,587	55,527	57,318	59,110	61,259	65,558
	TSS SALARY	-	7,499	7,635	7,822	7,906	7,991	8,093	8,297
	TOTAL	**36,720**	**56,220**	**59,222**	**63,349**	**65,224**	**67,101**	**69,352**	**73,855**
11	**BASE INDEX**	1.050	1.400	1.490	1.600	1.650	1.710	1.770	1.890
	BASE SALARY	37,615	50,154	53,378	57,318	59,110	61,259	63,408	67,707
	TSS SALARY	-	7,567	7,720	7,906	7,991	8,093	8,195	8,399
	TOTAL	**37,615**	**57,721**	**61,098**	**65,224**	**67,101**	**69,352**	**71,603**	**76,106**
12	**BASE INDEX**	1.050	1.440	1.540	1.650	1.710	1.770	1.830	1.950
	BASE SALARY	37,615	51,587	55,169	59,110	61,259	63,408	65,558	69,857
	TSS SALARY	-	7,635	7,805	7,991	8,093	8,195	8,297	8,500
	TOTAL	**37,615**	**59,222**	**62,974**	**67,101**	**69,352**	**71,603**	**73,855**	**78,357**
13	**BASE INDEX**	1.050	1.510	1.590	1.710	1.770	1.830	1.890	2.010
	BASE SALARY	37,615	54,094	56,960	61,259	63,408	65,558	67,707	72,006
	TSS SALARY	-	7,906	7,890	8,093	8,195	8,297	8,399	8,602
	TOTAL	**37,615**	**62,000**	**64,850**	**69,352**	**71,603**	**73,855**	**76,106**	**80,608**
14	**BASE INDEX**	1.050	1.510	1.650	1.770	1.830	1.890	1.950	2.070
	BASE SALARY	37,615	54,094	59,110	63,408	65,558	67,707	69,857	74,156
	TSS SALARY	-	7,906	7,991	8,195	8,297	8,399	8,500	8,704
	TOTAL	**37,615**	**62,000**	**67,101**	**71,603**	**73,855**	**76,106**	**78,357**	**82,860**
15	**BASE INDEX**	1.050	1.510	1.650	1.830	1.890	1.950	2.010	2.130
	BASE SALARY	37,615	54,094	59,110	65,558	67,707	69,857	72,006	76,305
	TSS SALARY	-	7,906	7,991	8,297	8,399	8,500	8,602	8,806
	TOTAL	**37,615**	**62,000**	**67,101**	**73,855**	**76,106**	**78,357**	**80,608**	**85,111**

MARSHALLTOWN COMMUNITY SCHOOL DISTRICT
2026-2027 COMBINED SALARY SCHEDULE

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	37,615	54,094	59,110	65,558	67,707	72,006	74,156	78,455
	TSS SALARY	-	7,906	7,991	8,297	8,399	8,602	8,704	8,908
	TOTAL	**37,615**	**62,000**	**67,101**	**73,855**	**76,106**	**80,608**	**82,860**	**87,363**
17	**BASE INDEX**	1.050	1.510	1.650	1.830	1.890	2.010	2.110	2.250
	BASE SALARY	37,615	54,094	59,110	65,558	67,707	72,006	75,589	80,604
	TSS SALARY	-	7,906	7,991	8,297	8,399	8,602	8,772	9,010
	TOTAL	**37,615**	**62,000**	**67,101**	**73,855**	**76,106**	**80,608**	**84,361**	**89,614**
18	**BASE INDEX**	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,586	55,706	61,438	67,886	70,036	74,335	77,917	82,574
	TSS SALARY	-	7,830	8,102	8,407	8,509	8,713	8,882	9,103
	TOTAL	**39,586**	**63,536**	**69,540**	**76,293**	**78,545**	**83,048**	**86,799**	**91,677**
19	**BASE INDEX**	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,586	55,706	61,438	67,886	70,036	74,335	77,917	82,574
	TSS SALARY	-	7,830	8,102	8,407	8,509	8,713	8,882	9,103
	TOTAL	**39,586**	**63,536**	**69,540**	**76,293**	**78,545**	**83,048**	**86,799**	**91,677**
20	**BASE INDEX**	1.105	1.555	1.715	1.895	1.955	2.075	2.175	2.305
	BASE SALARY	39,586	55,706	61,438	67,886	70,036	74,335	77,917	82,574
	TSS SALARY	-	7,830	8,102	8,407	8,509	8,713	8,882	9,103
	TOTAL	**39,586**	**63,536**	**69,540**	**76,293**	**78,545**	**83,048**	**86,799**	**91,677**
21	**BASE INDEX**	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,944	56,423	62,155	68,603	70,752	75,051	78,634	82,933
	TSS SALARY	-	7,864	8,136	8,441	8,543	8,747	8,916	9,120
	TOTAL	**39,944**	**64,287**	**70,291**	**77,044**	**79,295**	**83,798**	**87,550**	**92,053**
22	**BASE INDEX**	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,944	56,423	62,155	68,603	70,752	75,051	78,634	82,933
	TSS SALARY	-	7,864	8,136	8,441	8,543	8,747	8,916	9,120
	TOTAL	**39,944**	**64,287**	**70,291**	**77,044**	**79,295**	**83,798**	**87,550**	**92,053**
23	**BASE INDEX**	1.115	1.575	1.735	1.915	1.975	2.095	2.195	2.315
	BASE SALARY	39,944	56,423	62,155	68,603	70,752	75,051	78,634	82,933
	TSS SALARY	-	7,864	8,136	8,441	8,543	8,747	8,916	9,120
	TOTAL	**39,944**	**64,287**	**70,291**	**77,044**	**79,295**	**83,798**	**87,550**	**92,053**
24	**BASE INDEX**	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,660	57,139	62,871	69,319	71,469	75,768	79,350	83,649
	TSS SALARY	-	7,898	8,170	8,475	8,577	8,780	8,950	9,154
	TOTAL	**40,660**	**65,037**	**71,041**	**77,794**	**80,046**	**84,548**	**88,300**	**92,803**
25	**BASE INDEX**	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,660	57,139	62,871	69,319	71,469	75,768	79,350	83,649
	TSS SALARY	-	7,898	8,170	8,475	8,577	8,780	8,950	9,154
	TOTAL	**47,777**	**65,037**	**71,041**	**77,794**	**80,046**	**84,548**	**88,300**	**92,803**
26	**BASE INDEX**	1.135	1.595	1.755	1.935	1.995	2.115	2.215	2.335
	BASE SALARY	40,660	57,139	62,871	69,319	71,469	75,768	79,350	83,649
	TSS SALARY	-	7,898	8,170	8,475	8,577	8,780	8,950	9,154
	TOTAL	**40,660**	**65,037**	**71,041**	**77,794**	**80,046**	**84,548**	**88,300**	**92,803**
27	**BASE INDEX**	1.145	1.615	1.775	1.955	2.015	2.135	2.235	2.345
	BASE SALARY	41,018	57,856	63,588	70,036	72,185	76,484	80,067	84,007
	TSS SALARY	-	7,932	8,203	8,509	8,611	8,814	8,984	9,171
	TOTAL	**41,018**	**65,788**	**71,791**	**78,545**	**80,796**	**85,298**	**89,051**	**93,178**