



Thursday, March 5, 2026 7:30 a.m.

Elementary Conference Room - Box 89, New Sharon, Iowa 50207

NORTH MAHASKA COMMUNITY SCHOOLS

Board of Education

Board Update

North Mahaska
Mission: To prepare students to be positive, productive citizens with the passion and skills for lifelong learning.

BOARD GOALS		
Academic Excellence	Community Engagement	Resource Management
<ul style="list-style-type: none"> Develop a Portrait of a Graduate Create individual pathways of learning for students Foster innovation in teaching and learning Support growth through quality staff professional development 	<ul style="list-style-type: none"> Cultivate effective stakeholder communication Foster effective relationships with community stakeholders Partner with families to nurture student success 	<ul style="list-style-type: none"> Ensure fiscal responsibility Recruit and retain quality staff Maintain well-kept facilities
Expect the Best - Working together to achieve excellence		

7:30am Special Board Meeting

1. **Call Meeting to Order & Revise Agenda As Necessary**
2. **New Business**

a. **Initial Exchange of Proposals for Negotiations**

Comment: The initial proposals must be in open session and the remainder of the negotiations then will be with the negotiation committee and the teacher union negotiators. Polly Ehret and Heather Shaw are the board representatives on the negotiation committee. They worked with me to reach a settlement with the teacher’s union (the NMEA) - a new [salary schedule](#). With the new minimums we have created a new salary schedule that meets the minimums for new teachers and veteran teachers. We looked at how we could draw talent and then keep



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them. Every 5 years you will see a substantial jump in pay on this new schedule. We are required to use all of the Teacher Salary Supplement (TSS) dollars. Ultimately we will be able to get teachers to their salary based on this schedule. We do have a little bit of TSS money left over, we will use that remaining money and code it to teachers' salaries, thus saving the general fund dollars. We have four staff who would take a pay cut. We have worked with the NMEA to identify how to rectify that. The attached Memorandum of Understanding outlines how we will provide the increase and what that looks like moving forward.

[Memorandum of Understanding](#)

b. Approve Support Staff Starting Wage Changes

Comment: I recommend approval of these proposed support staff starting wages as presented. See the attached document for rationale.

[Proposal - Support Staff Starting Wage](#)

c. Approve Resignation of Josie Moore

Comment: I recommend approval of these positions presented.

d. Approve New Hires

- i. Jr/Sr High Social Studies - Jordan England

Comment: I recommend approval of Jordan England

3. Adjourn

Thank you for your dedication and work on behalf of our students, staff, school, and community!

Upcoming Board Meeting Dates & Information:

March 23, 2026	Public Hearing #1 - Tax Notification @ 5:45 pm Jr/Sr High MRC
March 23, 2026	Regular Board Meeting @ 6:00 pm
April 20, 2026	Public Hearing #2 - Tax Notification @ 5:45pm Jr/Sr High MRC
April 20, 2026	Regular Board Meeting @ 6:00 pm



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May 18, 2026

Regular Board Meeting @ 6:00 pm

NM COMMUNICATION FLOW CHART