

AGREEMENT

BETWEEN

**CLEAR CREEK AMANA
EDUCATION ASSOCIATION**

AND

**CLEAR CREEK AMANA
COMMUNITY SCHOOL DISTRICT**

**FOR THE
2020-2021 SCHOOL YEAR**

Article A: Wages

Base wage: \$34,525 (Increase of \$600 over 2019-2020)

All returning staff will receive a \$1,275/FTE increase over their 2019-2020 salary.

Teacher Salary Supplement dollars will be distributed in an even split by FTE as determined each year according to the allocation from the State.

In years 2019-2020 through 2024-2025 the settlement between the District and the CCAEA will be 26% of the new money for the District in that fiscal year. The % of new money will be "reopened" if the percentage of the General Fund budget spent on teaching staff varies by + or - 2% or more from 36% of the General Fund expenditures.

Pools:

BA, 1.00% of district base

BA +15, 1.05% of district base

MA, 1.15% of district base

MA +15, 1.20% of district base

MA +30, 1.25% of district base

MA +45, 1.30% of district base

CLEAR CREEK AMANA
COMMUNITY SCHOOL
DISTRICT

EXTRA DUTY SALARY SCHEDULE

2020-21

MIDDLE SCHOOL

Base Salary		40,170	Coach (FB,VB,BB,WR,SB)	9.00%	3,615.30
			Coach (Track, Swim, X Country)	9.00%	3,615.30
Head Coach (FB,VB,BB,WR,SB,B)	17.00%	6,828.90	Asst. Coach (FB,VB,BB,WR,SB)	8.00%	2,410.20
Asst. Coach (FB,VB,BB,WR,SB,B)	12.00%	4,820.40	Asst Coach (Track, Swimming, XC)	8.00%	2,410.20
Head Coach (Track, Soccer)	17.00%	6,828.90	Science Olympiad	5.00%	2,008.50
Asst Coach (Track, Soccer)	12.00%	4,820.40	Asst Science Olympiad	3.00%	1,205.10
Head Coach (Cross Country)	17.00%	6,828.90	Cheerleading	4.00%	1,606.80
Asst Coach (Cross Country)	12.00%	4,820.40	Vocal Director (6-8)	4.00%	1,606.80
Head Coach (Golf)	12.00%	4,820.40	Instrumental Director (6-8)	4.00%	1,606.80
Asst Coach (Golf)	7.00%	2,811.90	Musical, Drama	5.00%	2,008.50
Football/Cheerleading	5.00%	2,008.50	Asst Drama	3.00%	1,205.10
Basketball Cheerleading	5.00%	2,008.50	Student Council	5.00%	2,008.50
Wrestling Cheerleading	5.00%	2,008.50	Art Club	4.00%	1,606.80
Asst Dance	5.00%	2,008.50	Robotics Club	4.00%	1,606.80
Dance Director	7.00%	2,811.90	Yearbook	3.00%	1,205.10
Speech Director	7.00%	2,811.90	ELEMENTARY		
Asst Speech Director	5.00%	2,008.50	Vocal Director (K-5)	2.00%	803.40
Debate Coach	5.00%	2,008.50	Instrumental Director (5th)	2.00%	803.40
Science Olympiad	5.00%	2,008.50			
Asst Science Olympiad	3.00%	1,205.10			
Drama Director (Play or Musical)	7.00%	2,811.90			
Instrumental Director	17.00%	6,828.90			
Asst Instrumental Director	12.00%	4,820.40			
Vocal Director	17.00%	6,828.90			
Asst Vocal Director	12.00%	4,820.40			
Musical Director (Musical)	7.00%	2,811.90			
Asst Musical Director	5.00%	2,008.50			
Pit Band (Musical)	5.00%	2,008.50			
Choreographer (Musical)	5.00%	2,008.50			
Newspaper Advisor	8.00%	2,410.20			
Yearbook Advisor	7.00%	2,811.90			
Student Council/Homecoming	12.00%	4,820.40			
Student Assistance Team	5.00%	2,008.50			
Academic Decathlon	3.00%	1,205.10			
Physics Olympics	3.00%	1,205.10			
Art Club	3.00%	1,205.10			
Win With Wellness Director	3.00%	1,205.10			
NHS	3.00%	1,205.10			
Jazz Band	5.00%	2,008.50			
Show Choir	5.00%	2,008.50			
Graduation Coordinator	3.00%	1,205.10			
Color Guard Sponsor	5.00%	2,008.50			
Drumline Instructor	5.00%	2,008.50			
Prom-Coordinator	3.00%	1,205.10			
Strength and Conditioning	55%	22,093.50			

ARTICLE B: COMPLIANCE AND DURATION OF AGREEMENT

A. Duration Period

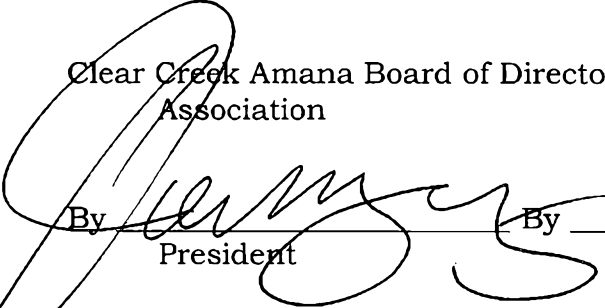
This Agreement shall remain in effect for six (6) years from August 12, 2019 through August 18, 2025.

B. Signature Clause

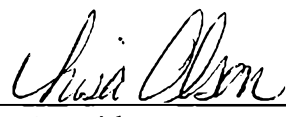
In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective negotiators, and their signatures placed thereon, all on the 20 day of May, 2020.

Clear Creek Amana Board of Directors
Association

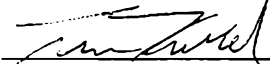
Clear Creek Amana Education

By 

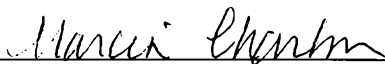
President

By 

President

By 

Chief Negotiator

By 

Chief Negotiator

Note: All other language previously in the Master Contract is contained in the Certified Staff Handbook. The Certified Staff Handbook will be reviewed annually, or as requested, but changes will not be made without a review by the Certified Handbook Committee, which will be composed of: The superintendent, 3 Board members, 3 Elementary Teachers, 3 secondary teachers (strive for representation from 1-10 years, 11-20 years, and 21+ years of experience. Representation from "specials" areas will also be sought.)