2019-2021

MASTER CONTRACT AGREEMENT

Between the

GRINNELL-NEWBURG COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS

and the

GRINNELL-NEWBURG EDUCATION ASSOCIATION

1333 Sunset Street
Grinnell, Iowa 50112

TABLE OF CONTENTS

		Preamble		2
ARTICLE	1	Master Contract		3
ARTICLE	2	Definitions		4
ARTICLE	3	Board Rights		5
ARTICLE	4	Association Rights		5
ARTICLE	5	Health and Safety Provisions		5
ARTICLE	6	Grievances		6
ARTICLE	7	Leaves		10
		Sick Leave	10	
		Personal Time Off	11	
		Professional Leave	12	
		Jury and Legal Duty	13	
		Good Cause	14	
ARTICLE	8	Salary Deduction/Reduction		14
ARTICLE	9	Contract		15
ARTICLE	10	Compensation		16
		Nurses' Salary Schedule	17	
		Paraeducators' Salary Schedule	19	
		Teachers' Salary Schedule	22	
		Extra Duty Pay	27	
		Supplemental	28	
ARTICLE	11	Finality and Effect		31
		Exhibits		32

PREAMBLE

The Board of Education and the Grinnell-Newburg Education Association of the Grinnell-Newburg Community School District jointly recognize the importance of education to the pupils of this community. It is also recognized that the best interest of education in the schools can best be served by mutual understanding and cooperation among the Board of Education, Administration, and the Association. This joint development of a Master Contract signifies that all groups have their unique contributions toward quality education.

This agreement, brought about by sincere concern and effort, is entered into by the Board and the Association in order to provide harmonious relationships and in order that the community may best be served.

ARTICLE 1
MASTER CONTRACT

1.1. The articles of agreement enclosed herein shall constitute the Master Contract between the Grinnell-Newburg Board of Education and the Grinnell-Newburg Education Association.

1.2. The Master Contract shall be effective as of August 1, 2019 and, with the exception of those terms modified through the reopener specified below, shall continue in force through July 31, 2021. The GNEA and the Grinnell-Newburg Board of Education will open the contract in the spring of 2020 for the purpose of negotiating the supplemental salary schedule for the period of August 1, 2020 – July 31, 2021.

1.3 Labor Management Committee (LMC):

The Board of Education and GNEA will continue a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters referred to in the handbook and other matters mutually agreed upon.

ARTICLE 2
DEFINITIONS

2.1. ***District*** refers to the Grinnell-Newburg Community School District (#79-2709) as prescribed by the State Department of Education.

2.2. ***The Board*** **or** ***Employer*** refers to the duly elected and seated persons as directors of the Grinnell-Newburg Community School District.

2.3. ***The Association*** refers to the Grinnell-Newburg Education Association or its duly appointed designees as constituted and controlled by its bylaws.

2.4. ***Certificated Employee*** refers to all regular school employees of the Grinnell-Newburg Community School District employed as a teacher, librarian, counselor, or nurse.

2.5. ***School Days*** refers to all days when students are required to be in attendance at any school building, certificated personnel are required to supervise, and which is accepted as a school day by the Department of Education.

2.6. ***Contract Days*** refers to all days an employee is required by contract to be performing school functions.

2.7. ***School Business Days*** refers to the days that the District Administrative Office is open for business.

2.8. ***Seniority*** shall be defined as years of continuous service in the District, including the current year, as calculated to the nearest one-half year. Present staff members' current seniority will be considered continuous through the 1981-82 school year.

2.9. ***Seniority Factor*** shall be a numerical total consisting of seniority, number of educational lanes attained (up to 4) as per the employee's individual contract on January 1 of the current school year, and number of supplemental assignments (up to 2) on January 1 of the current school year.

2.10. ***Grievance*** is a complaint that there has been a violation, misinterpretation, or inequitable application of the Master Contract.

2.11. ***Group Grievance*** is a complaint by the Association that there has been a violation, misinterpretation, or inequitable application of the Master Contract, which has affected a group or class of employees.

2.12. ***Aggrieved Party*** is the person(s) or the Association (in a *Group Grievance*) filing a grievance.

2.14. ***Exhibits*** are included in the Master Contract for reference only; they are non-negotiable and non-grievable.

ARTICLE 3
BOARD RIGHTS

3.1. It is understood and agreed that all functions, rights, and powers or authority granted by Law to the Board for the administration of the District which are not specifically limited by language of this agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the provisions of this agreement.

ARTICLE 4
ASSOCIATION RIGHTS

4.1. The Association has the right to:

4.1.1. Use of Facilities

The Association shall have the right to make use of school district buildings and facilities at all reasonable hours for meetings provided, however, that said use has been cleared on the building calendar by the principal or designee.

4.1.2. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards.

ARTICLE 5
HEALTH AND SAFETY PROVISIONS

5.1. The Board will provide its employees with the necessary equipment to perform assigned duties in a safe manner. The employees will be expected to perform their duties in a safe manner.

5.2. The principal in each attendance center in the District will establish a Health and Safety Committee, said committee to include at least three teachers.

5.2.1. Each Committee will make recommendations for establishing a District procedure for employees to report unhealthy/unsafe conditions/practices within school buildings.

5.2.2. Each Committee will make recommendations to the building principal for improving the health and safety of building occupants.

5.3. The Board shall have assigned in each attendance center personnel trained in emergency first-aid treatment for building occupants.

5.4. The Board shall keep in force a liability insurance policy providing protection of its employees against legal actions resulting in the performance of their assigned duties.

ARTICLE 6
GRIEVANCES

6.1. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions for resolving any questions arising under this Contract. Both parties in interest agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

6.2. Procedure

6.2.1. Time limits

6.2.1.1. The number of days indicated at each level should be considered as a maximum and effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.

6.2.1.2. A claim must be filed at Level 2 within forty-five (45) school business days of the occurrence of the event in question.

6.2.2. Year-End Grievance

If a grievance has not been settled by the last contract day of the school year, a request by either the grievant or the superintendent will postpone further timelines until the first contract day of the ensuing school year. The request, however, must state reasons why the claim cannot be normally processed.

6.2.3. Level 1

A party with a grievance shall first discuss it with the principal or immediate supervisor, either directly and/or through the Association's designated representative, with the objective of resolving the matter informally.

6.2.4. Level 2

If the aggrieved party is not satisfied with the disposition of the grievance at Level 1 the party may file a written grievance with the principal and a copy of such will be filed with the Association. The written grievance shall be filed on a Board adopted form, Exhibit I, and must cite the specific Article he/she believes has been violated and the remedy sought.

Within five (5) school business days of filing the grievance, the party shall receive a meeting with the building principal to discuss the written grievance, either directly or through the Association's designated representative, with the objective of resolving the matter at this level.

The principal shall render a written decision within five (5) school business days following the Level 2 meeting.

6.2.5. Level 3

If the aggrieved party is not satisfied with the disposition of the grievance at Level 2 the party may request to Association to submit the grievance in writing to the superintendent or designee. The party's decision to advance the grievance shall be made within five (5) school business days after receipt of the written decision at Level 2.

The Association, once requested by the party, has five (5) school business days to submit the grievance in writing to the superintendent or designee.

The superintendent or designee shall render a written decision within ten (10) school business days after receipt of the written grievance.

6.2.6. Level 4

6.2.6.1. If the aggrieved party is not satisfied with the disposition of the grievance at Level 3 the aggrieved party may request the Association to submit the grievance to arbitration. The party's decision to advance the grievance shall be made within five (5) school business days after receipt of the written decision at Level 3.

The Association, once requested by the party, has fifteen (15) school business days to decide whether to advance the grievance, and if so, to request from the Public Relations Board a list of five (5) arbitrators and to provide the superintendent with a copy of the request. Once the list is received the parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within two (2) school business days. The other party shall have one (1) school business day to remove one of the remaining names, with this procedure continuing until one name remains. This person shall be the arbitrator.

6.2.6.2. The arbitrator so selected shall confer with the representative of the Board and the Association, hold hearings promptly, and shall issue a decision not later than twenty (20) school business days following the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to the arbitrator.

The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning, and conclusions on the issue(s) submitted. The arbitrator shall be without power or authority to make decisions which require the commission of an act prohibited by law or which is in violation of the terms of this Contract. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

6.2.6.3. In the event that arbitrability of a grievance is at issue between the parties jurisdiction to resolve the issue shall rest solely with the arbitrator.

6.2.6.4. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

6.3. Rights of Employees to Representation

6.3.1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself and/or, at his/her option, by a representative selected or approved by the Association.

6.3.2. The Board and the Association will make every effort to handle all phases of the Grievance Procedure outside of school time, however;

6.3.2.1. If, in the process of handling a grievance, the principal, superintendent, or arbitrator schedules a meetings which requires the aggrieved party(s) or GNEA representative(s) to miss all or part of a school day, said grievant(s) or GNEA representative(s) will not suffer loss of compensation or leave time.

6.3.2.2. Should the grievance be found in favor of the employer, the cost of substitute(s) hired, as a result of meetings held in accordance with 6.3.2.1., shall be borne by the Association and Association Leave will be assessed.

6.4. Right of Association to Representation

Beginning with Level 2, an authorized representative of the Association shall be provided reasonable opportunity to be present at all levels of the grievance procedure.

6.5. General Provisions

6.5.1. Forms for filing grievances shall be provided by the Board and made available to all persons covered by this Contract.

6.5.2. All meetings and hearings held under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this Article.

6.5.3. The aggrieved party's rights to grieve are not forfeited if the grievance is filed at the wrong level. The party shall be referred to the proper level.

6.5.4. Administrative failure to abide by the timelines shall automatically move the grievance to the next level. Failure of the aggrieved party to abide by the timelines shall end the grievance.

6.5.5. Once a grievance has been initiated, neither the substance nor Article concerned may be changed. The remedy sought shall not be escalated.

GRIEVANCE PROCEDURE TIMELINES

EVENT	
LEVEL 1	**INFORMAL**
	I
	45 Days
	I
LEVEL 2	**REQUEST MEETING WITH PRINCIPAL**
	I
	5 Days
	I
LEVEL 2	**MEETING**
	I
	5 Days
	I
LEVEL 2	**WRITTEN DECISION**
	I
	5 Days
	I
LEVEL 3	**REQUEST GNEA TO SUBMIT TO SUPERINTENDENT**
	I
	5 Days
	I
LEVEL 3	**SUBMIT TO SUPERINTENDENT**
	I
	10 Days
	I
LEVEL 3	**WRITTEN DECISION**
	I
	5 Days
	I
LEVEL 4	**REQUEST GNEA TO SUBMIT TO ARBITRATION**
	I
	15 Days
	I
LEVEL 4	**FILE FOR ARBITRATION**
	I
LEVEL 4	**ARBITRATION HEARING**
	I
	20 Days
	I
LEVEL 4	**ARBITRATOR'S DECISION**

ARTICLE 7
LEAVES

7.1. Long Term Leaves

7.1.1. Leaves of absence may be granted without compensation for the following reasons:

Educational Leave
Educational Association Office
Parental
Other causes deemed reasonable by the Superintendent

7.1.2. The request for leave must be made in writing to the superintendent, including suggested dates of commencement and termination of the leave. Such request will be acted upon by the superintendent within ten (10) school business days after receipt of the request.

7.1.3. Such leaves shall not exceed one year except by approval of the superintendent.

7.1.4. If an employee is approved for a Long Term leave that exceeds 90 contracted days, that employee's Short Term Leave credit, as specified in Article 7.2., will be prorated accordingly.

7.1.5. Upon completion of such leaves, the individual shall resume the same position or an equivalent position to that which he/she vacated for the leave of absence, provided that he/she is physically, mentally, and emotionally capable of performing the duties of the position.

7.1.5.1. An employee shall be entitled to all raises and benefits upon return if the employee serves at least one-half of the contract days in the contract year in which the leave was taken.

7.1.5.2. There will be no loss of position on the salary schedule, however no salary step or seniority will be credited for the period of leave.

7.2. Short Term Leaves

7.2.1. Sick Leave

Each employee is credited with fifteen (15) days Sick Leave with pay at the beginning of each school year for the personal illness of, or injury to, the employee. The use of paid Sick Leave is limited to medically related disabilities and may not be used for preventative services and examinations. Examples: annual physicals and check-ups (medical, dental, eye) or any services not related to an acute illness or injury. Any illness or injury exceeding five (5) consecutive contract days will be considered an extended illness and will require that a licensed medical practitioner certify the period that the employee has been unable to work and the date that the employee may return to work. To qualify for Sick Leave, the employee must complete district required procedure.

Sick leave may be used to care for a sick member of the employee's household. Sick leave may also be used to care for a close immediate family member outside the household who are in

grave medical condition or have medical circumstances requiring the employee's presence. A close immediate family member is defined as: parent, spouse, child, brother or sister of the employee. If the leave extends beyond 2 days a doctor's note should be provided to the employee's supervisor. For extenuating circumstances, please contact the superintendent.

Unused Sick Leave each year shall be carried forward, but the accumulation, including current credit, cannot exceed 120 days prorated based on contract FTE.

7.2.1.1. Sick Leave will be credited and charged in 2-hour increments.

7.2.1.2. Annual Sick Leave credit for part-time employees will be prorated based on contract FTE and recorded according to the employee's daily scheduled hours. When a part-time employee is absent, under provisions of this Article, that portion of a full day missed will be charged to the part-time employee's Sick Leave record.

7.2.1.3. New employees will be credited with Sick Leave after completing one day of service in their initial year of employment with the District.

7.2.1.4 Sick Leave may be approved that exceeds the employee's accumulation of paid Sick Leave, but will be without pay. If an employee has exhausted the use of paid Sick Leave, the employee may request the use of accumulated paid PTO, if available.

7.2.2 Personal Time Off (PTO)

7.2.2.1. Personal Time Off was created as a new category of leave, and replaces funeral leave, family illness, and personal leaves. Each employee is credited with five (5) days Personal Time Off each school year with full salary. Application for such leave shall be made at least twenty-four (24) hours in advance, except in cases of emergency. No Personal Time Off is authorized unless approved by the supervising principal or designee.

7.2.2.2 Except for emergency circumstances, individual personal time off for certificated employees will be limited in use as follows:
Three (3) per day at the High School and Middle School.
Two (2) per day at each Elementary School.

A supervising principal may authorize more usage if there are extenuating circumstances. Emergency circumstances will not be denied.

Beginning of the year, end of the year, and staff development days are important learning experiences for students and staff. Use of personal time off is discouraged at those times.

Personal Time Off is typically expected to be of brief duration and is not intended for vacation use. Leaves of more than three (3) days will be granted with an extenuating circumstance. An extenuating circumstance shall be defined as a "once in a lifetime" event for personal use, or significant family illness or bereavement event.

Personal Time Off will be credited and charged to the employee's record in 2 hour increments.

7.2.2.3. Annual Personal Time Off credit for part-time employees will be prorated based on contract FTE and recorded according to the employees daily scheduled hours. When a part-time employee is absent, under provisions of this Article, that portion of a day missed will be charged to the part-time employee's Personal Time Off record.

7.2.2.4 If a **certified** employee's Personal Time Off accumulation has been exhausted, up to two additional Personal Time Off days may be purchased at substitute rates in effect for that year.

7.2.2.5 Unused Personal Time Off shall be carried forward, but the accumulation, including current credit, cannot exceed ten (10) days prorated based on contract FTE.

If the current credit of Personal Time off for **certified** employees causes the accumulation to exceed ten (10) days, then the days in excess of ten will be paid at substitute rate in effect on June 30 and will be pro-rated for partial days.

Upon retirement or termination of a **certified** employee, the accumulated balance will be paid at the substitute rate in effect on June 30 and will be pro-rated for partial days.

7.2.2.6 Unpaid leave of short duration (1-3 days) will be considered based on the needs of the District, the employee's absentee record, the need for a sub and availability of a sub if needed. Application should be made ten (10) days before the leave unless there is an emergency.

Unpaid leave of longer duration (more than 3 days) will be considered as follows: The employee must apply thirty (30) days before the leave usage unless there is an emergency. The leave must be for a once in a lifetime event, or an annual activity of very significant family importance, and the leave must not significantly interfere with the school's operation. The employee's employment record and previous usage may be considered.

Once the leave request has been submitted the superintendent has five (5) days to respond.

7.2.3. Professional Leave

Employees may be granted leave to attend professional meetings related to the employee's assignment. Such leave is subject to prior approval by the superintendent and will be without loss of salary.

Employees will differentiate between district requested professional leave and individual requested professional leave on the district's automated substitute placement system. Individual requested professional leave will be submitted at least two weeks in advance of the date(s)

requested. The superintendent or designee will respond to the request within five (5) school business days of receipt of the request.

7.2.4. Jury and Legal Duty

Any employee called for jury duty or subpoenaed to appear as a witness in any legal action during school days shall be provided such time at full salary. Any fees or remuneration (wages) received exceeding actual expenses (mileage) shall be paid to the District.

7.2.5. Good Cause

Other temporary leaves of absence, not covered under Articles 7.2.1 through 7.2.2.6, may be granted by the superintendent or designee. Such leaves of absence will be without pay.

7.3. Requests for leave must be made using district procedures.

Leave requests must be made well in advance of date(s) requested, except in cases of emergency.

ARTICLE 8
SALARY REDUCTIONS FOR EMPLOYEES

8.1 The District will provide salary reductions:
District Group Insurance
United Way
Grinnell-Newburg School Foundation
Others as approved by the Board of Directors

8.2. Each employee will be able to specify salary reductions as follows:
Tax Sheltered Annuities
District-adopted Cafeteria Benefits

8.2.1. A request for salary reduction must be made each year.

ARTICLE 9
CONTRACT

9.1. The contract days for certificated employees shall be 191 as herein specified:

174 School Days
10 Work/Service Days
7 Paid Holidays

In the pupils' regular scheduled day, employees shall, in addition to the lunch period, have daily preparation time during which they shall not be assigned other duties as follows:

a. Elementary School – minimum 30 consecutive minutes per day
b. Middle School – regular class period
c. High School – a regular class period

Changes in a regular schedule include, but are not limited to: late start, early dismissal, field trips, assemblies, and other activities that take teachers from their regular schedule.

If a teacher has to give up this time to substitute for another teacher, the substitute will be paid at the hourly curricular extra day rate in Article 10.9

9.1.1. Paid holidays shall be:

Labor Day (first Monday in September)
Thanksgiving (fourth Thursday in November)
Winter Holidays (December 25 and January 1)
Martin Luther King Jr Day (third Monday in January)
President/Special American Day (third Monday in February),
Memorial Day (last Monday in May).

9.2. Work Week

The certificated employee's assigned workweek shall not exceed forty (40) hours per week, including a paid daily duty-free lunch period of at least twenty (20) continuous minutes. Such lunchtime shall occur during the period(s) that the cafeteria is serving students.

9.2.1. All certificated employee's' regular workweek shall be 7:45 A.M. to 3:35 P.M. Said workday will be adjusted if unpaid, duty free lunch period exceeds twenty (20) minutes. If any certificated employee's regular work week hours are modified from the established 7:45 A.M. to 3:35 P.M. for an extended period, such modification must be approved, in writing, by the superintendent and the president of the Association. However, the starting/ending time may be adjusted by up to one (1) hour for the purpose of facilitating extended student learning opportunities, such as early bird classes. Any such adjustment to the contract day would need to be agreed upon by both the cooperating teacher and the administrator.

9.2.2. Additional hours will be assigned as required by the appropriate supervisor, but the total assigned work week may not exceed forty (40) hours, pro-rated for part-time certificated employees equal to their contracted F.T.E. It is understood that staffing and meetings are a part of certificated employee's' professional responsibilities, but should employees be required to regularly work more than the maximum assigned hours, as specified above, for

staffing and other assigned meetings, they will have their subsequent work week(s) assigned hours adjusted by the appropriate supervisor.

9.2.3. In case of an unscheduled late start or early dismissal, teachers, nurses, and aides will be on duty thirty (30) minutes before/after the beginning or end of the adjusted school day.

9.3. The contract days for paraeducators (aides) shall be 174 school days, 6 professional development days, plus 7 paid holidays.

9.3.1 Paid holidays shall be those specified in 9.1.1.

9.3.2. A paraeducator will be considered full-time if he/she is scheduled for at least thirty-seven and one-half (37.5) hours per week. Each employee's individual work schedule will be established in advance by the building principal or designee, based on each employee's total contracted hours. In cases of an unscheduled late start or early dismissal, employee work schedules will be adjusted to "make up" the time, as determined by the building principal. The hours can be made up any time before the end of the school year, as determined by the building principal.

At the request of the paraeducator, and with approval of the supervisor, time off without pay may be granted at times when students are not in attendance.

9.3.3. Approved hours of work, beyond contracted hours, shall be paid at the employee's contracted hourly rate. Requests for additional time shall be made in writing on a district provided form, and must be approved by the building principal or designee. Employees requested to work additional time shall be afforded reasonable advance notice.

ARTICLE 10
COMPENSATION

Please note that the definition for compensation will still under interpretation. The following chart is a guide to how the district is interpreting salary and wages for its employees under this contract. The parties will reopen the agreement in the spring of 2020 for the purpose of updating the supplemental schedule for the 2020-21 school year. Although the parties understand that the definition of "base wages" as stated in House File 291 (which amended Chapter 20) has yet to be resolved, the following schedule reflects the parties' agreement about the application of salary and wages for the 2019-20 and 2020-21 school years:

10.3. Nurses' Salary Schedule • **Grinnell-Newburg Schools • 2019-2020**
$32,865 Base Pay + $4,827 TQ per FTE (BA/BS only)

	Lane					
Step	RN		RN+30		RN+BS	
1	87.70%	28,823	97.70%	32,109	107.70%	40,223
2	89.70%	29,480	99.70%	32,766	109.70%	40,880
3	91.70%	30,137	101.70%	33,424	111.70%	41,537
4	93.70%	30,795	103.70%	34,081	113.70%	42,195
5	95.70%	31,452	105.70%	34,738	115.70%	42,852
6	97.70%	32,109	107.70%	35,396	117.70%	43,509
7	99.70%	32,766	109.70%	36,053	119.70%	44,166
8	101.70%	33,424	111.70%	36,710	121.70%	44,824
9	103.70%	34,081	113.70%	37,368	123.70%	45,481
10	105.70%	34,738	115.70%	38,025	125.70%	46,138
11	107.70%	35,396	117.70%	38,682	127.70%	46,796
12	109.70%	36,053	119.70%	39,339	129.70%	47,453
13	111.70%	36,710	121.70%	39,997	131.70%	48,110
14	113.70%	37,368	123.70%	40,654	133.70%	48,768
15	114.10%	37,499	124.10%	40,785	134.10%	48,899
16	114.50%	37,630	124.50%	40,917	134.50%	49,030
17	114.90%	37,762	124.90%	41,048	134.90%	49,162
18	115.30%	37,893	125.30%	41,180	135.30%	49,293
19	115.70%	38,025	125.70%	41,311	135.70%	49,425
20	116.10%	38,156	126.10%	41,443	136.10%	49,556
21	116.50%	38,288	126.50%	41,574	136.50%	49,688
22	116.90%	38,419	126.90%	41,706	136.90%	49,819
23	117.30%	38,551	127.30%	41,837	137.30%	49,951
24	117.70%	38,682	127.70%	41,969	137.70%	50,082
25	118.10%	38,814	128.10%	42,100	138.10%	50,214
26	118.50%	38,945	128.50%	42,232	138.50%	50,345
27	118.90%	39,076	128.90%	42,363	138.90%	50,476
28	119.30%	39,208	129.30%	42,494	139.30%	50,608
29	119.70%	39,339	129.70%	42,626	139.70%	50,739
30	120.10%	39,471	130.10%	42,757	140.10%	50,871
31	120.50%	39,602	130.50%	42,889	140.50%	51,002
32	120.90%	39,734	130.90%	43,020	140.90%	51,134
33	121.30%	39,865	131.30%	43,152	141.30%	51,265
34	121.70%	39,997	131.70%	43,283	141.70%	51,397
35	122.10%	40,128	132.10%	43,415	142.10%	51,528

Nurses' Salary Schedule • **Grinnell-Newburg Schools • 2020-2021**
$33,165 Base Pay + $4,827 TQ per FTE (BA/BS only)

Step	Lane RN		RN+30		RN+BS	
1	87.70%	29,086	97.70%	32,402	107.70%	40,546
2	89.70%	29,749	99.70%	33,066	109.70%	41,209
3	91.70%	30,412	101.70%	33,729	111.70%	41,872
4	93.70%	31,076	103.70%	34,392	113.70%	42,536
5	95.70%	31,739	105.70%	35,055	115.70%	43,199
6	97.70%	32,402	107.70%	35,719	117.70%	43,862
7	99.70%	33,066	109.70%	36,382	119.70%	44,526
8	101.70%	33,729	111.70%	37,045	121.70%	45,189
9	103.70%	34,392	113.70%	37,709	123.70%	45,852
10	105.70%	35,055	115.70%	38,372	125.70%	46,515
11	107.70%	35,719	117.70%	39,035	127.70%	47,179
12	109.70%	36,382	119.70%	39,699	129.70%	47,842
13	111.70%	37,045	121.70%	40,362	131.70%	48,505
14	113.70%	37,709	123.70%	41,025	133.70%	49,169
15	114.10%	37,841	124.10%	41,158	134.10%	49,301
16	114.50%	37,974	124.50%	41,290	134.50%	49,434
17	114.90%	38,107	124.90%	41,423	134.90%	49,567
18	115.30%	38,239	125.30%	41,556	135.30%	49,699
19	115.70%	38,372	125.70%	41,688	135.70%	49,832
20	116.10%	38,505	126.10%	41,821	136.10%	49,965
21	116.50%	38,637	126.50%	41,954	136.50%	50,097
22	116.90%	38,770	126.90%	42,086	136.90%	50,230
23	117.30%	38,903	127.30%	42,219	137.30%	50,363
24	117.70%	39,035	127.70%	42,352	137.70%	50,495
25	118.10%	39,168	128.10%	42,484	138.10%	50,628
26	118.50%	39,301	128.50%	42,617	138.50%	50,761
27	118.90%	39,433	128.90%	42,750	138.90%	50,893
28	119.30%	39,566	129.30%	42,882	139.30%	51,026
29	119.70%	39,699	129.70%	43,015	139.70%	51,159
30	120.10%	39,831	130.10%	43,148	140.10%	51,291
31	120.50%	39,964	130.50%	43,280	140.50%	51,424
32	120.90%	40,096	130.90%	43,413	140.90%	51,556
33	121.30%	40,229	131.30%	43,546	141.30%	51,689
34	121.70%	40,362	131.70%	43,678	141.70%	51,822
35	122.10%	40,494	132.10%	43,811	142.10%	51,954

10.3.1. The administration shall evaluate incoming personnel for placement on the salary schedule. Placement may not reflect all prior experience or educational attainment.

10.4. Paraeducators' (Aides') Salary Schedule • **Grinnell-Newburg Schools • 2019-2020**
$10.43 Base/Sub pay

Step	Lane Standard		Generalist		Specialized	
1	1.109	**11.57**	1.134	**11.83**	1.164	**12.14**
2	1.134	**11.83**	1.159	**12.09**	1.189	**12.40**
3	1.159	**12.09**	1.184	**12.35**	1.214	**12.66**
4	1.184	**12.35**	1.209	**12.61**	1.239	**12.92**
5	1.209	**12.61**	1.234	**12.87**	1.264	**13.18**
6	1.234	**12.87**	1.259	**13.13**	1.289	**13.44**
7	1.259	**13.13**	1.284	**13.39**	1.314	**13.71**
8	1.284	**13.39**	1.309	**13.65**	1.339	**13.97**
9	1.309	**13.65**	1.334	**13.91**	1.364	**14.23**
10	1.334	**13.91**	1.359	**14.17**	1.389	**14.49**
11	1.359	**14.17**	1.384	**14.44**	1.414	**14.75**
12	1.384	**14.44**	1.409	**14.70**	1.439	**15.01**
13	1.409	**14.70**	1.434	**14.96**	1.464	**15.27**
14	1.434	**14.96**	1.459	**15.22**	1.489	**15.53**
15	1.459	**15.22**	1.484	**15.48**	1.514	**15.79**
16	1.465	**15.28**	1.49	**15.54**	1.52	**15.85**
17	1.471	**15.34**	1.496	**15.60**	1.526	**15.92**
18	1.477	**15.41**	1.502	**15.67**	1.532	**15.98**
19	1.483	**15.47**	1.508	**15.73**	1.538	**16.04**
20	1.489	**15.53**	1.514	**15.79**	1.544	**16.10**
21	1.495	**15.59**	1.52	**15.85**	1.55	**16.17**
22	1.501	**15.66**	1.526	**15.92**	1.556	**16.23**
23	1.507	**15.72**	1.532	**15.98**	1.562	**16.29**
24	1.513	**15.78**	1.538	**16.04**	1.568	**16.35**
25	1.519	**15.84**	1.544	**16.10**	1.574	**16.42**
26	1.525	**15.91**	1.55	**16.17**	1.58	**16.48**
27	1.531	**15.97**	1.556	**16.23**	1.586	**16.54**
28	1.537	**16.03**	1.562	**16.29**	1.592	**16.60**
29	1.543	**16.09**	1.568	**16.35**	1.598	**16.67**
30	1.549	**16.16**	1.574	**16.42**	1.604	**16.73**
31	1.555	**16.22**	1.58	**16.48**	1 61	**16.79**
32	1.561	**16.28**	1.586	**16.54**	1.616	**16.85**
33	1.567	**16.34**	1.592	**16.60**	1.622	**16.92**
34	1.573	**16.41**	1.598	**16.67**	1.628	**16.98**
35	1.579	**16.47**	1.604	**16.73**	1.634	**17.04**

Paraeducators' (Aides') Salary Schedule • **Grinnell-Newburg Schools • 2020-2021**

$10.68 Base/Sub pay

Step	Lane Standard		Generalist		Specialized	
1	1.109	**11.84**	1.134	**12.11**	1.164	**12.43**
2	1.134	**12.11**	1.159	**12.38**	1.189	**12.70**
3	1.159	**12.38**	1.184	**12.65**	1.214	**12.97**
4	1.184	**12.65**	1.209	**12.91**	1.239	**13.23**
5	1.209	**12.91**	1.234	**13.18**	1.264	**13.50**
6	1.234	**13.18**	1.259	**13.45**	1.289	**13.77**
7	1.259	**13.45**	1.284	**13.71**	1.314	**14.03**
8	1.284	**13.71**	1.309	**13.98**	1.339	**14.30**
9	1.309	**13.98**	1.334	**14.25**	1.364	**14.57**
10	1 334	**14.25**	1.359	**14.51**	1.389	**14.83**
11	1.359	**14.51**	1.384	**14.78**	1.414	**15.10**
12	1.384	**14.78**	1.409	**15.05**	1.439	**15.37**
13	1.409	**15.05**	1.434	**15.32**	1.464	**15.64**
14	1.434	**15.32**	1.459	**15.58**	1.489	**15.90**
15	1.459	**15.58**	1.484	**15.85**	1.514	**16.17**
16	1.465	**15.65**	1.49	**15.91**	1.52	**16.23**
17	1.471	**15.71**	1.496	**15.98**	1.526	**16.30**
18	1.477	**15.77**	1.502	**16.04**	1.532	**16.36**
19	1.483	**15.84**	1.508	**16.11**	1.538	**16.43**
20	1.489	**15.90**	1.514	**16.17**	1.544	**16.49**
21	1.495	**15.97**	1.52	**16.23**	1.55	**16.55**
22	1.501	**16.03**	1.526	**16.30**	1.556	**16.62**
23	1.507	**16.09**	1.532	**16.36**	1.562	**16.68**
24	1.513	**16.16**	1.538	**16.43**	1.568	**16.75**
25	1.519	**16.22**	1.544	**16.49**	1.574	**16.81**
26	1.525	**16.29**	1.55	**16.55**	1.58	**16.87**
27	1.531	**16.35**	1.556	**16.62**	1.586	**16.94**
28	1.537	**16.42**	1.562	**16.68**	1.592	**17.00**
29	1.543	**16.48**	1.568	**16.75**	1.598	**17.07**
30	1.549	**16.54**	1.574	**16.81**	1.604	**17.13**
31	1.555	**16.61**	1.58	**16.87**	1.61	**17.19**
32	1.561	**16.67**	1.586	**16.94**	1.616	**17.26**
33	1.567	**16.74**	1.592	**17.00**	1.622	**17.32**
34	1.573	**16.80**	1.598	**17.07**	1.628	**17.39**
35	1.579	**16.86**	1.604	**17.13**	1.634	**17.45**

10.4.1. The administration shall evaluate incoming personnel for placement on the salary schedule. Placement on the salary schedule will reflect educational attainment. Placement may not reflect all prior experience.

10.4.2. Paraeducator Salary Schedule Lanes

10.4.2.1. "Standard "requires no certification.

10.4.2.2 "Generalist" requires State of Iowa Paraeducator Generalist Certificate or an Associate's degree with coursework taken in education, early childhood, or child development.

10.4.2.3. "Specialized" requires State of Iowa Paraeducator Generalist Certificate with Level II Area of Concentration or any BA degree.

10.5 Teachers' Schedule • **Grinnell-Newburg Schools** • **2019-2020**

$32,865 Base Pay + $4,827 TQ per FTE (BA/BS only)

Step / Lane	BA		BA+15		BA+30		MA		MA+15		MA+30		MA+45		PhD
1	7.70%	$ 40,223	9.20%	$ 40,716	12.70%	$ 41,866	16.70%	$ 43,180	20.20%	$ 44,331	23.70%	$ 45,481	27.20%	$ 46,631	31.20%	$ 47,946
2	8.70%	$ 40,551	12.20%	$ 41,702	15.70%	$ 42,852	19.70%	$ 44,166	23.20%	$ 45,317	26.70%	$ 46,467	30.20%	$ 47,617	34.20%	$ 48,932
3	11.70%	$ 41,537	15.20%	$ 42,687	18.70%	$ 43,838	22.70%	$ 45,152	26.20%	$ 46,303	29.70%	$ 47,453	33.20%	$ 48,603	37.20%	$ 49,918
4	14.70%	$ 42,523	18.20%	$ 43,673	21.70%	$ 44,824	25.70%	$ 46,138	29.20%	$ 47,289	32.70%	$ 48,439	36.20%	$ 49,589	40.20%	$ 50,904
5	17.70%	$ 43,509	21.20%	$ 44,659	24.70%	$ 45,810	28.70%	$ 47,124	32.20%	$ 48,275	35.70%	$ 49,425	39.20%	$ 50,575	43.20%	$ 51,890
6	21.20%	$ 44,659	24.70%	$ 45,810	28.20%	$ 46,960	32.20%	$ 48,275	35.70%	$ 49,425	39.20%	$ 50,575	42.70%	$ 51,725	46.70%	$ 53,040
7	24.70%	$ 45,810	28.20%	$ 46,960	31.70%	$ 48,110	35.70%	$ 49,425	39.20%	$ 50,575	42.70%	$ 51,725	46.20%	$ 52,876	50.20%	$ 54,190
8	28.20%	$ 46,960	31.70%	$ 48,110	35.20%	$ 49,260	39.20%	$ 50,575	42.70%	$ 51,725	46.20%	$ 52,876	49.70%	$ 54,026	53.70%	$ 55,341
9	31.70%	$ 48,110	35.20%	$ 49,260	38.70%	$ 50,411	42.70%	$ 51,725	46.20%	$ 52,876	49.70%	$ 54,026	53.20%	$ 55,176	57.20%	$ 56,491
10	35.20%	$ 49,260	38.70%	$ 50,411	42.20%	$ 51,561	46.20%	$ 52,876	49.70%	$ 54,026	53.20%	$ 55,176	56.70%	$ 56,326	60.70%	$ 57,641
11	38.20%	$ 50,575	42.70%	$ 51,725	46.20%	$ 52,876	50.20%	$ 54,190	53.70%	$ 55,341	57.20%	$ 56,491	60.70%	$ 57,641	64.70%	$ 58,956
12	41.20%	$ 51,890	46.70%	$ 53,040	50.20%	$ 54,190	54.20%	$ 55,505	57.70%	$ 56,655	61.20%	$ 57,805	64.70%	$ 58,956	68.70%	$ 60,270
13	47.20%	$ 53,204	50.70%	$ 54,355	54.20%	$ 55,505	58.20%	$ 56,819	61.70%	$ 57,970	65.20%	$ 59,120	68.70%	$ 60,270	72.70%	$ 61,585
14	51.20%	$ 54,519	54.70%	$ 55,669	58.20%	$ 56,819	62.20%	$ 58,134	65.70%	$ 59,284	69.20%	$ 60,435	72.70%	$ 61,585	76.70%	$ 62,899
15	53.70%	$ 55,341	58.70%	$ 56,984	62.20%	$ 58,134	66.20%	$ 59,449	69.70%	$ 60,599	73.20%	$ 61,749	76.70%	$ 62,899	80.70%	$ 64,214
16	54.00%	$ 55,439	61.20%	$ 57,805	66.45%	$ 59,514	70.45%	$ 60,829	73.90%	$ 61,979	77.40%	$ 63,130	80.90%	$ 64,280	84.90%	$ 65,594
17	54.30%	$ 55,538	61.50%	$ 57,904	68.90%	$ 60,336	74.60%	$ 62,209	78.10%	$ 63,360	81.60%	$ 64,510	85.10%	$ 65,660	89.10%	$ 66,975
18	54.60%	$ 55,636	61.90%	$ 58,035	69.40%	$ 60,500	77.10%	$ 63,031	82.30%	$ 64,740	85.80%	$ 65,890	89.30%	$ 67,040	93.30%	$ 68,355
19	54.90%	$ 55,735	62.30%	$ 58,167	69.90%	$ 60,665	77.60%	$ 63,261	83.00%	$ 64,970	86.50%	$ 66,120	90.00%	$ 67,271	94.00%	$ 68,585
20	55.20%	$ 55,833	62.70%	$ 58,298	70.40%	$ 60,829	78.60%	$ 63,524	83.90%	$ 65,233	87.30%	$ 66,383	90.80%	$ 67,533	94.80%	$ 68,848

10.5. Teachers' Schedule *(Continued)*

Teachers' Schedule • **Grinnell-Newburg Schools** • **2019-2020**

Step	Lane BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PhD
21	55.80% $ 55,932	63.00% $ 58,397	70.70% $ 60,928	78.90% $ 63,622	84.10% $ 65,331	87.80% $ 66,482	91.10% $ 67,632	95.10% $ 68,947
22	55.80% $ 56,031	63.30% $ 58,496	71.00% $ 61,026	79.20% $ 63,721	84.40% $ 65,430	87.90% $ 66,580	91.40% $ 67,731	95.40% $ 69,045
23	56.10% $ 56,129	63.60% $ 58,594	71.30% $ 61,125	79.50% $ 63,820	84.70% $ 65,529	88.20% $ 66,679	91.70% $ 67,829	95.70% $ 69,144
24	56.40% $ 56,228	63.90% $ 58,693	71.60% $ 61,223	79.80% $ 63,918	85.00% $ 65,627	88.50% $ 66,778	92.00% $ 67,928	96.00% $ 69,242
25	56.70% $ 56,326	64.20% $ 58,791	71.90% $ 61,322	80.10% $ 64,017	85.30% $ 65,726	88.80% $ 66,876	92.30% $ 68,026	96.30% $ 69,341
26	57.00% $ 56,425	64.50% $ 58,890	72.20% $ 61,421	80.40% $ 64,115	85.60% $ 65,824	89.10% $ 66,975	92.60% $ 68,125	96.60% $ 69,440
27	57.30% $ 56,524	64.80% $ 58,989	72.50% $ 61,519	80.70% $ 64,214	85.90% $ 65,923	89.40% $ 67,073	92.90% $ 68,224	96.90% $ 69,538
28	57.60% $ 56,622	65.10% $ 59,087	72.80% $ 61,618	81.00% $ 64,313	86.20% $ 66,022	89.70% $ 67,172	93.20% $ 68,322	97.20% $ 69,637
29	57.90% $ 56,721	65.40% $ 59,186	73.10% $ 61,716	81.30% $ 64,411	86.50% $ 66,120	90.00% $ 67,271	93.50% $ 68,421	97.50% $ 69,735
30	58.20% $ 56,819	65.70% $ 59,284	73.40% $ 61,815	81.60% $ 64,510	86.80% $ 66,219	90.30% $ 67,369	93.80% $ 68,519	97.80% $ 69,834
31	58.50% $ 56,918	66.00% $ 59,383	73.70% $ 61,914	81.90% $ 64,608	87.10% $ 66,317	90.60% $ 67,468	94.10% $ 68,618	98.10% $ 69,933
32	58.80% $ 57,017	66.30% $ 59,481	74.00% $ 62,012	82.20% $ 64,707	87.40% $ 66,416	90.90% $ 67,566	94.40% $ 68,717	98.40% $ 70,031
33	59.10% $ 57,115	66.60% $ 59,580	74.30% $ 62,111	82.50% $ 64,806	87.70% $ 66,515	91.20% $ 67,665	94.70% $ 68,815	98.70% $ 70,130
34	59.40% $ 57,214	66.90% $ 59,679	74.60% $ 62,209	82.80% $ 64,904	88.00% $ 66,613	91.50% $ 67,763	95.00% $ 68,914	99.00% $ 70,228
35	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327
36	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327
37	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327
38	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327
39	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327
40	59.70% $ 57,312	67.20% $ 59,777	74.90% $ 62,308	83.10% $ 65,003	88.30% $ 66,712	91.80% $ 67,862	95.30% $ 69,012	99.30% $ 70,327

10.5 Teachers' Schedule (continued) • **Grinnell-Newburg Schools** • **2020-2021**
$33,165 Base Pay + $4,827 TQ per FTE (BA/BS only)

Step	Lane	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PhD
1	7.70%	$ 40,548	9.20% $ 41,043	12.70% $ 42,204	16.70% $ 43,531	20.20% $ 44,691	23.70% $ 45,852	27.20% $ 47,013	31.20% $ 48,339
2	8.70%	$ 40,877	12.20% $ 42,038	15.70% $ 43,199	19.70% $ 44,526	23.20% $ 45,686	26.70% $ 46,847	30.20% $ 48,008	34.20% $ 49,334
3	11.70%	$ 41,872	15.20% $ 43,033	18.70% $ 44,194	22.70% $ 45,520	26.20% $ 46,681	29.70% $ 47,842	33.20% $ 49,003	37.20% $ 50,329
4	14.70%	$ 42,867	18.20% $ 44,028	21.70% $ 45,189	25.70% $ 46,515	29.20% $ 47,676	32.70% $ 48,837	36.20% $ 49,998	40.20% $ 51,324
5	17.70%	$ 43,862	21.20% $ 45,023	24.70% $ 46,184	28.70% $ 47,510	32.20% $ 48,671	35.70% $ 49,832	39.20% $ 50,993	43.20% $ 52,319
6	21.20%	$ 45,023	24.70% $ 46,184	28.20% $ 47,345	32.20% $ 48,671	35.70% $ 49,832	39.20% $ 50,993	42.70% $ 52,153	46.70% $ 53,480
7	24.70%	$ 46,184	28.20% $ 47,345	31.70% $ 48,505	35.70% $ 49,832	39.20% $ 50,993	42.70% $ 52,153	46.20% $ 53,314	50.20% $ 54,641
8	28.20%	$ 47,345	31.70% $ 48,505	35.20% $ 49,666	39.20% $ 50,993	42.70% $ 52,153	46.20% $ 53,314	49.70% $ 54,475	53.70% $ 55,802
9	31.70%	$ 48,505	35.20% $ 49,666	38.70% $ 50,827	42.70% $ 52,153	46.20% $ 53,314	49.70% $ 54,475	53.20% $ 55,636	57.20% $ 56,962
10	35.20%	$ 49,666	38.70% $ 50,827	42.20% $ 51,988	46.20% $ 53,314	49.70% $ 54,475	53.20% $ 55,636	56.70% $ 56,797	60.70% $ 58,123
11	38.20%	$ 50,993	42.70% $ 52,153	46.20% $ 53,314	50.20% $ 54,641	53.70% $ 55,802	57.20% $ 56,962	60.70% $ 58,123	64.70% $ 59,450
12	41.20%	$ 52,319	46.70% $ 53,480	50.20% $ 54,641	54.20% $ 55,967	57.70% $ 57,128	61.20% $ 58,289	64.70% $ 59,450	68.70% $ 60,776
13	47.20%	$ 53,646	50.70% $ 54,807	54.20% $ 55,967	58.20% $ 57,294	61.70% $ 58,455	65.20% $ 59,616	68.70% $ 60,776	72.70% $ 62,103
14	51.20%	$ 54,972	54.70% $ 56,133	58.20% $ 57,294	62.20% $ 58,621	65.70% $ 59,781	69.20% $ 60,942	72.70% $ 62,103	76.70% $ 63,430
15	53.70%	$ 55,802	58.70% $ 57,460	62.20% $ 58,621	66.20% $ 59,947	69.70% $ 61,108	73.20% $ 62,269	76.70% $ 63,430	80.70% $ 64,756
16	54.60%	$ 55,901	61.20% $ 58,289	66.40% $ 60,014	70.40% $ 61,340	73.90% $ 62,501	77.40% $ 63,662	80.90% $ 64,822	84.90% $ 66,149
17	54.30%	$ 56,001	61.50% $ 58,388	68.90% $ 60,843	74.60% $ 62,733	78.10% $ 63,894	81.60% $ 65,055	85.10% $ 66,215	89.10% $ 67,542
18	54.60%	$ 56,100	61.90% $ 58,521	69.40% $ 61,009	77.10% $ 63,562	82.30% $ 65,287	85.80% $ 66,448	89.30% $ 67,608	93.30% $ 68,935
19	54.90%	$ 56,200	62.30% $ 58,654	69.90% $ 61,174	77.80% $ 63,794	83.00% $ 65,519	86.50% $ 66,680	90.00% $ 67,841	94.00% $ 69,167
20	55.20%	$ 56,299	62.70% $ 58,786	70.40% $ 61,340	78.60% $ 64,060	83.80% $ 65,784	87.20% $ 66,945	90.80% $ 68,106	94.80% $ 69,432

Teachers' Schedule • **Grinnell-Newburg Schools** • **2020-2021**

Step	Lane	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PhD
21	56.80%	$ 56,399	63.00%	$ 58,886	70.70%	$ 61,440	78.90%	$ 64,159	84.10%	$ 65,884	87.80%	$ 67,045	91.10%	$ 68,205	95.10%	$ 69,532
22	56.80%	$ 56,498	63.30%	$ 58,985	71.00%	$ 61,539	79.20%	$ 64,259	84.40%	$ 65,983	87.90%	$ 67,144	91.40%	$ 68,305	95.40%	$ 69,631
23	56.10%	$ 56,598	63.60%	$ 59,085	71.30%	$ 61,639	79.50%	$ 64,358	84.70%	$ 66,083	88.20%	$ 67,244	91.70%	$ 68,404	95.70%	$ 69,731
24	56.40%	$ 56,697	63.90%	$ 59,184	71.60%	$ 61,738	79.80%	$ 64,458	85.00%	$ 66,182	88.50%	$ 67,343	92.00%	$ 68,504	96.00%	$ 69,830
25	56.70%	$ 56,797	64.20%	$ 59,284	71.90%	$ 61,838	80.10%	$ 64,557	85.30%	$ 66,282	88.80%	$ 67,443	92.30%	$ 68,603	96.30%	$ 69,930
26	57.00%	$ 56,896	64.50%	$ 59,383	72.20%	$ 61,937	80.40%	$ 64,657	85.60%	$ 66,381	89.10%	$ 67,542	92.60%	$ 68,703	96.60%	$ 70,029
27	57.30%	$ 56,996	64.80%	$ 59,483	72.50%	$ 62,037	80.70%	$ 64,756	85.90%	$ 66,481	89.40%	$ 67,642	92.90%	$ 68,802	96.90%	$ 70,129
28	57.60%	$ 57,095	65.10%	$ 59,582	72.80%	$ 62,136	81.00%	$ 64,856	86.20%	$ 66,580	89.70%	$ 67,741	93.20%	$ 68,902	97.20%	$ 70,228
29	57.90%	$ 57,195	65.40%	$ 59,682	73.10%	$ 62,236	81.30%	$ 64,955	86.50%	$ 66,680	90.00%	$ 67,841	93.50%	$ 69,001	97.50%	$ 70,328
30	58.20%	$ 57,294	65.70%	$ 59,781	73.40%	$ 62,335	81.60%	$ 65,055	86.80%	$ 66,779	90.30%	$ 67,940	93.80%	$ 69,101	97.80%	$ 70,427
31	58.50%	$ 57,394	66.00%	$ 59,881	73.70%	$ 62,435	81.90%	$ 65,154	87.10%	$ 66,879	90.60%	$ 68,039	94.10%	$ 69,200	98.10%	$ 70,527
32	58.80%	$ 57,493	66.30%	$ 59,980	74.00%	$ 62,534	82.20%	$ 65,254	87.40%	$ 66,978	90.90%	$ 68,139	94.40%	$ 69,300	98.40%	$ 70,626
33	59.10%	$ 57,593	66.60%	$ 60,080	74.30%	$ 62,634	82.50%	$ 65,353	87.70%	$ 67,078	91.20%	$ 68,238	94.70%	$ 69,399	98.70%	$ 70,726
34	59.40%	$ 57,692	66.90%	$ 60,179	74.60%	$ 62,733	82.80%	$ 65,453	88.00%	$ 67,177	91.50%	$ 68,338	95.00%	$ 69,499	99.00%	$ 70,825
35	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925
36	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925
37	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925
38	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925
39	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925
40	59.70%	$ 57,792	67.20%	$ 60,279	74.90%	$ 62,833	83.10%	$ 65,552	88.30%	$ 67,277	91.80%	$ 68,437	95.30%	$ 69,598	99.30%	$ 70,925

10.5.1. The administration shall evaluate all incoming personnel for placement on the salary schedule.

10.5.2. The salary schedule includes HF 499 Phase II dollars only. Should funding related to said legislation be modified during the life of this Contract an appropriate adjustment will automatically be made. The Iowa Legislature eliminated the Phase I allocation and code language in 2009-10. Should Phase I funding be restored, the salary schedule will be automatically adjusted. Should any other State funding be allocated for teachers' salaries in 2012-13 or after, bargaining for those salary funds shall be reopened.

Teacher Quality Basic Allocation- Legislated minimums will be met, and remaining funds will be equally divided. GNEA will review and approve the distribution schedule prior to payment. Distribution to occur in twelve equal payments, with each payment added to the monthly contractual pay. Should the district not receive the expected legislated salary supplements, remaining monthly payments will be equally reduced so that the adjusted allocation received is paid. If overpayment has already occurred at the time of the reduced allocation, monthly payments will be suspended and equal amounts withheld from remaining paychecks until the overpayment has been recovered.

10.5.3 Teachers who have achieved National Board Certification will be paid at the educational lane one higher than their educational attainment.

10.6 Contract Days

The GNEA Master Contract will be at 191 days. Additional days may be added, dependent upon legislative action, for staff development.

10.7 GNEA/District Committee

The parties agree to continue to meet regularly during the 2019-20 and 2020-21 school years to discuss issues of mutual interest.

10.8 Professional Development Days for Teachers Less Than Full Time

All teachers will attend full days of professional development.

10.9 Extra Duty Pay

Voluntary non-curricular work outside the contract time including, but not limited to, event supervision, ticket taking, crowd control, and scorekeeping, will be paid at the rate of $15.00 per hour of assigned time, except as noted below. Such duties shall apply to elementary and secondary employees and events. Employees shall be compensated with an individual pass for the first two (2) events worked and two (2) adult passes for the first four (4) events worked, and $15.00 per hour for any event thereafter. If employees choose not to earn activity passes, they will be paid $15.00 per hour starting with the first event worked.

Assigned curricular work outside contract times will be paid at the rate of $30 per hour for certified staff.

10.9.1 No assignments will be made if qualified volunteers are available.

10.10. Supplemental Schedule • **Grinnell-Newburg Schools • 2019-2020**

Index $32,865

Lane	Step 1		2		3		4		5		6		7	
A	1.75%	575	1.75%	575	2.25%	739	2.75%	904	3.00%	986	3.25%	1,068	3.50%	1,150
B	2.00%	657	2.00%	657	2.50%	822	3.00%	986	3.50%	1,150	4.00%	1,315	4.50%	1,479
C	2.50%	822	2.50%	822	3.00%	986	3.50%	1,150	4.00%	1,315	4.50%	1,479	5.00%	1,643
D	3.50%	1,150	3.50%	1,150	4.00%	1,315	4.50%	1,479	5.00%	1,643	5.50%	1,808	6.00%	1,972
E	4.25%	1,397	4.25%	1,397	4.75%	1,561	5.25%	1,725	5.75%	1,890	6.25%	2,054	6.75%	2,218
F	5.00%	1,643	5.00%	1,643	5.50%	1,808	6.00%	1,972	6.50%	2,136	7.00%	2,301	7.50%	2,465
G	7.00%	2,301	7.00%	2,301	7.50%	2,465	8.00%	2,629	8.50%	2,794	9.00%	2,958	9.50%	3,122
H	8.13%	2,672	8.13%	2,672	8.75%	2,876	9.38%	3,083	10.00%	3,287	10.75%	3,533	11.25%	3,697
I	9.25%	3,040	9.25%	3,040	10.00%	3,287	10.75%	3,533	11.50%	3,779	12.50%	4,108	13.00%	4,272
J	10.25%	3,369	10.25%	3,369	11.00%	3,615	11.75%	3,862	12.50%	4,108	13.50%	4,437	14.00%	4,601
K	11.75%	3,862	11.75%	3,862	12.50%	4,108	13.25%	4,355	14.00%	4,601	15.00%	4,930	16.00%	5,258
L	14.00%	4,601	14.00%	4,601	15.00%	4,930	16.00%	5,258	17.00%	5,587	18.50%	6,080	20.00%	6,573

Supplemental Schedule • **Grinnell-Newburg Schools • 2020-2021**

Index $33,165

Lane	Step 1		2		3		4		5		6		7	
A	1.75%	580	1.75%	580	2.25%	746	2.75%	912	3.00%	995	3.25%	1,078	3.50%	1,161
B	2.00%	663	2.00%	663	2.50%	829	3.00%	995	3.50%	1,161	4.00%	1,327	4.50%	1,492
C	2.50%	829	2.50%	829	3.00%	995	3.50%	1,161	4.00%	1,327	4.50%	1,492	5.00%	1,658
D		1,161	3.50%	1,161	4.00%	1,327	4.50%	1,492	5.00%	1,658	5.50%	1,824	6.00%	1,990
E		1,410	4.25%	1,410	4.75%	1,575	5.25%	1,741	5.75%	1,907	6.25%	2,073	6.75%	2,239
F	5.00%	1,658	5.00%	1,658	5.50%	1,824	6.00%	1,990	6.50%	2,156	7.00%	2,322	7.50%	2,487
G	7.00%	2,322	7.00%	2,322	7.50%	2,487	8.00%	2,653	8.50%	2,819	9.00%	2,985	9.50%	3,151
H	8.13%	2,696	8.13%	2,696	8.75%	2,902	9.38%	3,111	10.00%	3,317	10.75%	3,565	11.25%	3,731
I	9.25%	3,068	9.25%	3,068	10.00%	3,317	10.75%	3,565	11.50%	3,814	12.50%	4,146	13.00%	4,311
J	10.25%	3,399	10.25%	3,399	11.00%	3,648	11.75%	3,897	12.50%	4,146	13.50%	4,477	14.00%	4,643
K	11.75%	3,897	11.75%	3,897	12.50%	4,146	13.25%	4,394	14.00%	4,643	15.00%	4,975	16.00%	5,306
L	14.00%	4,643	14.00%	4,643	15.00%	4,975	16.00%	5,306	17.00%	5,638	18.50%	6,136	20.00%	6,633

10.10.1. No assignments will be made if qualified volunteers are available.

10.10.2. The administration will evaluate incoming personnel for placement on the salary schedule. Placement may not reflect all prior experience or educational attainment.

COACHING:

Baseball
- Varsity Head • L
- Varsity Assistant • H
- Assistant 9th • G

Basketball
- Varsity Head • L
- Varsity 1st Assistant • I
- Varsity Assistant • H
- Head 8th • F
- Assistant 8th • D
- Head 7th • F
- Assistant 7th • D

Cross Country
- Varsity Head (combined boys/girls) • I
- Varsity Assistant (combined boys/girls) • F
- Head 7/8 (combined boys/girls) • F

Football
- Varsity Head • L
- Varsity Assistant • H (17-18 Varsity Assistant employees are grandfathered at I until they switch positions)
- Head 8th • F
- Assistant 8th • D
- Head 7th • F
- Assistant 7th • D

Golf
- Varsity Head • H

Soccer
- Varsity Head • H
- Varsity Assistant • F

Softball
- Varsity Head • L
- Varsity Assistant • H
- Assistant 9th • G

Swimming
- Varsity Head • J
- Varsity Assistant • F

Tennis
- Varsity Head • H
- Varsity Assistant • F

Track
- Varsity Head • K
- Varsity Assistant • G
- Head 8th • F
- Assistant 8th • D
- Head 7th • F
- Assistant 7th • D

Volleyball
- Varsity Head • K
- Varsity Assistant • G
- Head 8th • F

Assistant 8th • D
Head 7th • F
Assistant 7th • D

Wrestling
Varsity Head • L
Varsity Assistant • H
Head 7/8 • F
Assistant 7/8 • D

HIGH SCHOOL ORGANIZATIONS:

Art Club • C
Assistant Large Group Speech Coach • D
Assistant Vocational Ag/FFA Supervisor • D
Band • L
Cheerleaders (Fall) • E
Cheerleaders (Winter) • F
Colorguard • E
Curtain Club/Thespians • E
Dance Squad • H
Debate • I
Family, Career and Community Leaders of America (FCCLA) • C
Grinnellian • F
Individual Speech Coach • F
Junior Class Sponsor-Prom (2) • C
Large Group Speech Coach • F
Model UN • B
Musical Director (per major production) • G
National Honor Society • A
Play Director (per major production) • H
Student Council • E
Technical Director (per major production) • F
Vocal Music • J
Vocational Agriculture/FFA • F

MIDDLE SCHOOL ORGANIZATIONS:

Band
7/8 • F
5/6 • B

Drama/Musical (per major production) • D
Drama/Musical Assistant • B
GMS Debate Coach/GHS Assistant Debate Coach • H
Intramurals, per activity • A
Student Council • E
Vocal Music
7/8 • D
5/6 • A

ARTICLE 11
FINALITY AND EFFECT

11.1 This Master Contract supersedes and cancels all previous agreements between the District and the Association or any employee in the bargaining unit, unless expressly stated to the contrary herein.

11.2. Should editing or clarification of an intent of this Contract be necessary, such editing or clarification will be carried out by the Superintendent and the Association President. Such editing and clarification will require mutual consent of the two persons.

11.3. Parts of this Contract found to be contrary to the Code of Iowa shall be declared null and void. All other parts of the Contract shall continue in force as ratified by the Board and the Association.

11.4. Notices

Whenever any notice is required to be given by either of the Parties to this agreement to the other, pursuant to the provisions of this agreement, either party shall do so by letter to the following designated persons or to such other persons as may be designated.

11.4.1. If by the Association, to the Superintendent.

11.4.2. If by the Board, to the Association President.

11.5. Signature Clause

In witness whereof the parties hereto have caused this Master Contract Addendum to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 30 day of April 2019.

GRINNELL-NEWBURG EDUCATION ASSOCIATION

President

N/A

Co-President

Co-Negotiator

NA

Co-Negotiator

GRINNELL-NEWBURG BOARD OF EDUCATION

President

Chief Negotiator

EXHIBIT I

File # _____

GRINNELL-NEWBURG COMMUNITY SCHOOL DISTRICT
Grievance Report Form

Name of Grievant _____ Date Filed _____
Building _____ Assignment _____

If additional space is needed attach an additional page to this form. Always give specific sections of the Master Contract when applicable.

LEVEL II

1. Date cause of grievance occurred _____

2. Statement of grievance _____

_____

_____

_____

3. Relief sought

_____

_____

_____ _____
Signature Date

4. Date received by Principal _____

5. Disposition by Principal

_____

_____

_____

_____ _____
Signature Date

6. Position of Grievant and/or Association

_____

_____

_____

_____ _____
Signature Date

EXHIBIT I

LEVEL III

1. Date received by Superintendent _____

2. Disposition by Superintendent

_____

_____

_____

_____ _____

Signature Date

3. Position of Grievant and/or Association

_____

_____

_____

_____

_____ _____

Signature Date

LEVEL IV

1. Date submitted to Arbitration _____

2. Disposition and Award of Arbitrator

_____

_____

_____

_____

_____

_____

_____ _____

Signature Date