
NEGOTIATED AGREEMENT

between

THE MARION EDUCATION ASSOCIATION

and

THE BOARD OF DIRECTORS,
THE MARION INDEPENDENT SCHOOL DISTRICT

2020-2025

July 1, 2020 - June 30, 2025
Updated March 22, 2021

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ARTICLE I EMPLOYEE HOURS

A. The regular teacher day shall be 8 hours. When school is in session, employees will notify their principal's office when they leave and return to their building. A single start time will be established for each building. Employees shall have an uninterrupted duty-free lunch of no less than thirty (30) consecutive minutes.

An employee may be allowed to arrive late or leave early when outside the pupil day and/or student contact time for medical appointments, business appointments, parent-teacher conferences for employee's children, activities for employee's children and situations when the building principal has been given at least 24 hour's notice. This notice will be waived in case of emergencies. It will be the employee's responsibility to make up this time.

On days when school begins late because of inclement weather, teachers are expected to arrive at school 30 minutes prior to that day's student arrival time. On days of early dismissals due to inclement weather, teachers may leave once the students have departed for the day. Teachers who choose to leave school due to inclement weather during student-contact time may do so at the discretion of the building principal. Personal leave in one-hour increments or unpaid leave will be used.

B. Every full-time employee at the Middle School and Senior High School shall have fifty (50) minutes per day professional development/planning time during the regular 8-hour teacher day in no less than twenty (20) minute blocks.

C. Every full-time employee at the elementary schools shall have at least two hundred fifty (250) minutes professional development/planning time per week (during the regular 8-hour teacher day) in no less than twenty (20) minute blocks.

Every effort will be made to schedule this time evenly on a daily basis during the week. All elementary employees will be asked to verify in writing by October 1 of each school year that their normal schedule includes appropriate break and lunch times as outlined in this article.

D. Part-time employees shall have professional development/planning time prorated accordingly.

E. The workday shall extend ten (10) minutes past the dismissal of the last instructional class in the building on Fridays, open house events, or days preceding holidays and vacations, except where pupil supervision is normally assigned. When a non-student contact day is held on Friday or days preceding holidays or vacations, the workday shall end no later than 3:15 p.m.

F. If the following assignments cannot be scheduled during the workday, employees are expected to attend without additional compensation, open houses, staff meetings and parent meetings. If District-level meetings do not fall within thirty (30) minutes of an employee's contract time, part-time employees will be reimbursed at the average teacher hourly rate. Staff meetings shall not lengthen the workday by more than thirty (30) minutes, and no more often than two (2) times per month. When possible, employees shall have at least a two (2) week notice of such staff meetings.

G. Regularly-scheduled parent-teacher conferences held on a school day, which extend beyond the school day, shall count as one and a half (1 ½) contract days. Teachers assigned to more than one building, who are required to attend parent-teacher conferences beyond the normal number of hours of scheduled parent-teacher time, will be compensated at the average teacher hourly rate.

H. Workday. Designated workdays on the school calendar (beginning of year and at the end of grading periods) have been established to allow teachers the time to prepare grades, develop lesson plans, and to prepare for instruction. Meetings scheduled during this time will be held to a minimum.

H. Teacher Quality Day: The teacher quality day will be determined by the teacher quality day planning committee and is not subject to any restrictions of this article.

ARTICLE II
LEAVES OF ABSENCE

A. SICK LEAVE

1. Accumulative Benefits

Employees shall be entitled to sick leave when they are unable to perform the duties of employment because of personal illness, injury, disability, or appointments for physician, dentist or vision. All employees hired before July 1, 2020 shall be entitled to incur sick leave at the rate of twelve (12) days the first year, thirteen (13) days the second year, fourteen (14) days the third year and fifteen (15) days every year thereafter. All employees hired on or after July 1, 2020, shall be entitled to incur sick leave at the rate of ten (10) days the first year, eleven (11) days the second year, twelve (12) days the third year, thirteen (13) days the fourth year, fourteen (14) days the fifth year and fifteen (15) days every year thereafter. Unused sick leave days shall be accumulated from year to year with a maximum limit of one hundred twenty (120) days. Leaves shall not be granted in units of less than one-fourth (1/4) day or two-hour increments. Employees are encouraged to schedule routine physician, dentist and vision appointments to be the least disruptive to the student day. If any employee is on an extended contract of twenty (20) days or more, he/ she shall be entitled to one (1) additional sick leave day for each twenty (20) working days beyond the normal contract. All sick leave benefits shall terminate and/or be forfeited upon termination of employment.

2. Notification of Accumulation

The individual's accumulated sick leave information may be obtained from the administrator in charge of personnel records.

3. Family Illness

Illness in the immediate family may be granted at the discretion of the Superintendent and be deducted from the employee's accumulated sick leave. Illness in the immediate family will mean spouse, children, daughter-in-law, son-in-law, parents, stepparents, parents-in-law, sister, brother, grandparents, or legal dependents. Family sick leave is limited to eight (8) days.

4. Newborn Leave

Spouse or partner of the birth mother may use up to three (3) days of paid newborn leave at the time of the birth of a child for each event (twins is one event). This leave will be deducted from the employee's accrued sick leave days. Additional leave days may be used to extend the length of paid leave to a maximum of thirteen (13) school days. Other leaves that may be used include eight (8) family illness days, and two (2) personal days.

5. Adoption Leave

Employees who adopt children may use up to three (3) days of paid leave for each event (twins is one event). This leave will be deducted from the employees' accrued sick leave days. Additional leave days may be used to extend the length of paid leave to a maximum of thirteen (13) school days. Other leaves that may be used include eight (8) family illness days, and two (2) personal days.

B. TEMPORARY PAID LEAVES

Leaves shall not be granted in units of less than one-fourth (1/4) day or two-hour increments.

1. Personal

- a. Two (2) days of personal leave shall be granted.
- b. Personal leave shall not be granted during the first ten (10) student contact days, the last ten (10) student contact days of the school year, scheduled staff development days or to extend holidays or vacation(s): Administration may waive these restrictions on a case-by-case basis without setting a precedent. Personal days may be used on designated teacher workdays without restriction.
- c. Employees who do not use personal leave day(s) during the school year will be reimbursed for unused days or partial days at the current sub pay rate (pro-rata for part-time) with their June check. Employees who are not working due to an extended leave are not eligible.
- d. The employee may choose to carry over personal day(s), instead of being paid for it at the end of the school year, provided the employee submits a written request to the Business Office no later than May 25 of each school year. If not used, the employee will be paid for it the following year or continue to carry over days up to a maximum of four. No partial days shall be carried over. Partial days will be paid at the pro-rated current sub pay.

2. Religious

Any employee whose commonly recognized religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused by making his/her needs known to the building principal at least ten (10) days prior to the requested holiday. Leave shall be granted on one of the following basis:

- a. Unpaid, without loss of seniority.
- b. Paid, by use of a day of personal leave.
- c. Paid, with the immediate supervisor scheduling compensatory time after conferring with the employee.

3. Jury

Employees shall be excused for jury duty. In order that no employee shall suffer financial loss because of such absence, the difference between his/her normal salary and the compensation received for jury duty shall be paid.

4. Association

Upon request by the Association President, a maximum of twelve (12) days shall be available for representatives of the Association to attend conferences, conventions, and activities of the local association, ISEA, and NEA. Requests for Association leave shall be submitted to the building principal two (2) weeks in advance on the leave request form and approval shall be given at least one (1) week in advance of the requested leave. The Association will pay the District's cost of the substitute for these days

5. Professional

Requests for professional leave shall be submitted for approval to the building

principal on the leave request form at least one (1) week in advance of such leave. The employee shall be required to submit a written summary to the building principal and to give, when requested by the appropriate administrator, a formal presentation to his/her colleagues upon return.

6. Bereavement Leave

In the event of the death in the immediate family, an employee may be granted a leave of absence for each occurrence, not to exceed five (5) days, at the time of such death to attend or make funeral arrangements. The immediate family shall mean spouse, son, daughter, sister, brother, parent, parent-in-law, stepparents, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, spouse's grandparent, grandchild, aunt, uncle, legal dependent, and legal guardian.

One (1) day per occurrence may be granted for bereavement leave for any significant person not listed in this article. Proof of attendance may be required at the discretion of administration.

7. Other Leaves

Other valid leaves of absence with pay, consistent with the instructional needs of the District, may be granted at the Employer's discretion.

C. TEMPORARY UNPAID LEAVES

1. Temporary Unpaid Leave

Temporary unpaid leave shall not be granted unless paid leave is unavailable.

D. EXTENDED LEAVE

1. Extension of Sick Leave

Any employee who is unable to work because of illness, disability, or parental leave, and who has exhausted all sick leave available, may be granted a leave of absence without pay for the duration of such illness, disability, or newborn leave up to one (1) year.

2. Educational Improvement

A leave of absence without pay of up to one (1) year may be granted to any employee for the purpose of engaging in study reasonably related to professional responsibilities in the District at an accredited college or university.

3. Association Leaves

Leaves may be granted without pay not to exceed two (2) years to serve as an officer of the local Association, ISEA, and NEA.

4. Other Unpaid Leaves

The Board may grant other valid leaves of absence without pay consistent with the instructional needs of the District, in writing.

Such leave requests shall be submitted in writing ten (10) contract days prior to the next regular meeting of the Board. Such Leave will be limited to one (1) year.

E. RETURN RIGHTS

An employee on unpaid leave of absence will notify the Superintendent, by certified mail, before February 20, of his/her intentions for the following year. Employment is not guaranteed if the employee does not meet the notification deadline. Upon return from an approved leave of absence, the employee shall be assigned to the

same position, a like position, or a position for which he/she is certified.

ARTICLE III SALARIES

A. SCHEDULE

1. The salary of each employee covered by the regular salary schedule shall be as is set forth in Schedules E1 and E2 attached hereto and made a part hereof. Salary schedules E1 and E2 are based upon a one hundred ninety (190) day work year. Teachers new to the District shall have a one hundred ninety two (192) day contract, which includes two days of orientation, which will be without additional compensation.
Teachers in year two on their initial license shall have a one hundred ninety-one (191) day contract during their first year, which includes one day of orientation, which will be without additional compensation.
2. The salary of each employed Registered Nurse (RN) that does not have a Bachelor of Arts (BA) degree shall be as set forth in Schedule E3 attached hereto and a part hereof.

B. PLACEMENT ON SALARY SCHEDULE

1. Adjustment to Salary Schedule

Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement.

2. Newly Hired Employees Credit for Experience

a. Years of teaching experience in a traditional K-12 setting may be granted to new employees using the following guidelines:

- (1) Successful completion of a full-year contract.
- (2) Successful completion of one-half year teaching experience on regular contract (the completion of one semester, beginning the first day of the semester and continuing through the last day of the same semester). Two (2) such semesters will be accruable and counted as one (1) year of teaching experience.
- (3) Placement will be no higher than current employees with the same amount of experience and education.
- (4) Unless a position has been identified as a hard to fill position, the maximum experience granted will be 5 years. Final determination of teaching experience shall be made at the discretion of the Superintendent.

3. If an employee leaves the bargaining unit but remains as an employee of the District, upon his/her return to the bargaining unit, he/she will receive full credit for all teaching experience earned prior to leaving the bargaining unit.

C. ADVANCEMENT ON SALARY SCHEDULE

1. Increments

a. As determined by collective bargaining negotiations, employees on the regular salary schedule may be granted one (1) increment or vertical step on the schedule for each year of service as contracted until the maximum for their educational classifications is reached. Vertical advancement with horizontal lane change is limited to one step. Employees who are contracted before February 1 of the school year may accrue one year of service. Long-term substitutes working for the District prior to February 1 of the school year who

then receive contracts may accrue one year of service.

b. The Superintendent may recommend to the Board that an employee's right to vertical advancement on the regular salary schedule be suspended, provided the employee has access to procedures under Article XII, Grievance Procedure.

2. Educational Lanes

a. Horizontal movement on the salary schedule above the B.A. or M.A. level is achieved by the acquisition of graduate hours, approved recertification credits, or hours accepted by the Iowa Board of Educational Examiners for additional educational endorsements, or district-required hours as a result of an involuntary transfer. Credit for recertification hours will be determined based on one hour of recertification credit equaling fifteen contact hours.

Advancement on the salary schedule may be attained through District-directed professional development sessions held during the contract day. Advancement beyond the M.A. lane is achieved only by accumulation of hours after an M.A. is conferred. Teachers who earn National Board Certification (NBC) will advance one additional lane.

b. To advance from one educational lane to another, an employee shall file an approval form and a verification of credit with the Superintendent. All graduate hours from an accredited college or university shall be approved if they are in the employee's area of teaching specialization or if they are mandated by state or federal legislation. Credit may be given for other graduate courses for movement on the salary schedule at the discretion of the Superintendent or designee. Teachers are advised to obtain prior approval to ensure that the coursework will count toward lane advancement.

c. Pay adjustments will be made beginning with the September 5 pay period if teachers file suitable evidence of course completion of approved educational credits by August 1. A transcript of said course completion must be submitted to the Superintendent's office by October 1 for salary adjustments to be made in the current school year. NBC candidates must also follow these guidelines to advance on the salary schedule.

D. METHOD OF PAYMENT

1. Pay Periods

Each employee shall be paid in twenty-four (24) equal installments on the fifth (5) and twentieth (20) of each month.

2. Exceptions

When a pay date falls on or during a school holiday, vacations, or weekends, employees shall receive their pay on the last previous banking day unless prohibited by circumstances beyond the Board's control.

3. Final Pay

Upon completion of all contractual obligations to the District, an employee who is no longer on continuing contract shall have the option of receiving all of his/her earned contracted salary in the June pay period. All fringe benefits will cease upon the employee's receipt of final payment.

ARTICLE IV

CO-CURRICULAR and OTHER PAY

A. CO-CURRICULAR ACTIVITIES

The salary of each employee involved in a co-curricular activity is set forth in Schedule F, which is attached hereto and made a part hereof.

ARTICLE V

SENIORITY

The term "Seniority" as used in this Agreement shall mean the time of continuous employment within the bargaining unit of the District. Approved leaves of absence, both paid and unpaid, including staff reduction leave, will not break the continuity of employment. However, the time spent on unpaid leaves except those granted for religious purposes, will not be counted as time of employment.

Current employees of the District who may come back into the bargaining unit shall retain all prior seniority earned as a bargaining unit employee. Such employment shall not result in the lay off or staff reduction of any employee currently in the bargaining unit.

ARTICLE VI GRIEVANCE PROCEDURE

A. DEFINITIONS

Grievance – A grievance is an alleged violation, misinterpretation or misapplication of any provision of this Agreement.

Aggrieved party – The aggrieved party is the employee, employees, employees on staff reduction, or the Association.

B. PROCEDURE

The following procedures are to be followed on any claim by an employee, group of employees, or the Association. Confidentiality of the details of each grievance will be maintained at all levels. The time limits may be changed by mutual agreement.

In the event a grievance is submitted just prior to the close of the school year, at the close of the school year, or during the summer, time limits shall consist of calendar days so that the matter may be resolved as soon as possible thereafter.

At all steps of a grievance, the Association and Administration shall have the option to have a representative(s) attend any meeting required to resolve the grievance.

One Association authorized representative per building shall be allowed to investigate and process grievances during working hours, so long as said investigation and/or processing does not interfere with instruction. The Administration shall determine whether an interference has occurred under this Article.

The failure of an employee or the Association to act on any grievance within the prescribed time limits shall constitute a waiver of the alleged grievance and shall act as a bar to further appeal of that alleged grievance. An Administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step.

Level One

In the event that an aggrieved party considers filing a grievance, the aggrieved party shall first discuss the alleged grievance with the building principal and the Association Contract Maintenance Representative. This discussion must take place within ten (10) contract days from the date of occurrence of the event giving rise to the alleged grievance.

Level Two

If an alleged grievance still exists after Level One procedures have been completed, the aggrieved party may invoke the formal grievance procedure by filing an official form within five (5) contract days of the completion of Level One as set forth in Schedule A. Forms will be available from the Association representative in each building and are to be submitted to the Administrator involved in Level One and to the Association Contract Maintenance Chairperson.

Within ten (10) contract days of receiving the formal grievance, the administrator shall indicate his/her disposition of the grievance in writing and shall furnish a copy thereof to the aggrieved party and to the Association Contract Maintenance Chairperson.

Level Three

In the event a grievance has not been satisfactorily resolved at the second level, the aggrieved party shall file within five (5) contract days of the receipt of the administrator's written decision at the second level, a copy of the grievance with the Superintendent.

Within ten (10) contract days after such written grievance is filed, the aggrieved party and Superintendent shall meet to resolve the grievance. The Superintendent shall file an answer within ten (10) contract days after the third level grievance meeting and communicate it in writing to the aggrieved party and the administrator involved in Level One.

Level Four

If the grievance is not resolved satisfactorily at Level Three, there shall be available a fourth level of binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the aggrieved party to the Superintendent within ten (10) contract days from receipt of the Level Three answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties within five (5) contract days, after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within five (5) contract days, the Public Employment Relations Board, the American Arbitration Association, or the Federal Mediation and Conciliation Service will be requested to provide a panel of five (5) arbitrators. 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 will do so within two (2) contract days; the other party shall have one (1) additional contract day to remove one of the four (4) remaining names. The party removing the first name will have one (1) additional contract day to remove one (1) of the three (3) remaining names. The party removing the second name will have one (1) additional contract day to remove one (1) of the two (2) remaining names. The person whose name remains shall be the arbitrator.

The decision of the arbitrator regarding a grievance on the contract under which the grievance was filed shall be submitted in writing within thirty (30) calendar days following the close of hearing or the submission of the briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision of the arbitrator shall be binding on the parties.

The arbitrator shall have no power to alter, change, detract from or add to the provisions of this agreement, but shall have power only to apply and interpret the provisions of this agreement to the settlement of issues and grievances arising hereunder.

Expenses for the arbitrator's services shall be born equally by the District and the Association. Any other expenses incurred shall be paid by the party incurring same.

C. It is agreed that any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption of the instructional program and related work activities of the aggrieved parties or of the employees. The Administration shall determine whether an interference has occurred under this paragraph.

D. All arbitration hearings, under this procedure, shall be conducted in private and shall include only witnesses, the party in interest, and their designated or selected representatives

**ARTICLE VII
DURATION**

A. DURATION PERIOD

This Agreement shall be effective as of July 1, 2020 and shall continue in effect until June 30, 2025. Salary only will be open for negotiation for the 2021-22, 22-23, 23-24, 24-25 school year. Each party has the option to open one additional Article per negotiation year.

B. SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon.

Dated this day of , 2020

Janelle Brouwer

Janelle Brouwer, Superintendent

04 / 22 / 2020

Christopher G. Martin

Chris Martin, Chief Negotiator

04 / 22 / 2020

SCHEDULE A
FORMAL GRIEVANCE REPORT

CASE # _____
DATE FILED _____

LEVEL I

Date of level one discussion _____

MARION INDEPENDENT SCHOOL DISTRICT
_____ Building

(Aggrieved Party)

Distribution of Form:

1. Association
2. Employee
3. Appropriate Admin.
4. Superintendent

LEVEL II

A. Date alleged violation occurred: _____

B. Section(s) of contract allegedly violated: _____

C. Statement of grievance: _____

D. Relief Sought: _____

Aggrieved party's signature

Position

Date Submitted

Administrator's signature

Title

Date Received

E. Disposition by Principal Or immediate supervisor:

Administrator's signature

Title

Disposition Date

Aggrieved party's signature
Disposition Received

Position

Date

LEVEL III

A. _____
Aggrieved party's signature

Date grievance submitted

Signature & title, Supt./Designee

Date grievance received

B. Disposition by Superintendent/Designee:_____

Signature & Title, Supt./Designee

Date Grievance Disposition

Signature & Position, Aggrieved Party

Date Grievance Disposition Received

LEVEL IV

A. _____
Aggrieved party's signature

Association President's signature

B. _____
Date Submitted to Arbitrator

Date received by Arbitrator

C. Disposition and/or award of Arbitrator: _____

Signature of Arbitrator

Date of Decision

**2020-2021 Schedule E2
Marion Independent School District**

Generating Base

\$ 37,208.00

Step	BA	BA12 or BA+NBC	BA24 or BA+NBC	MA or BA24+NBC	MA15 or MA+NBC	MA30 or MA15+NB C	MA45 or MA30+NB C	PhD or MA45+NB C
0	1.040	1.080	1.120	1.160	1.200	1.240	1.280	1.320
	38,693	40,181	41,670	43,158	44,646	46,134	47,622	49,111
1	1.071	1.111	1.151	1.191	1.231	1.271	1.311	1.351
	39,847	41,335	42,823	44,311	45,799	47,288	48,776	50,264
2	1.102	1.142	1.182	1.222	1.262	1.302	1.342	1.382
	41,000	42,488	43,976	45,465	46,953	48,441	49,929	51,417
3	1.133	1.173	1.213	1.253	1.293	1.333	1.373	1.413
	42,153	43,641	45,130	46,618	48,106	49,594	51,082	52,571
4	1.164	1.204	1.244	1.284	1.324	1.364	1.404	1.444
	43,307	44,795	46,283	47,771	49,259	50,748	52,236	53,724
5	1.195	1.235	1.275	1.315	1.355	1.395	1.435	1.475
	44,460	45,948	47,436	48,925	50,413	51,901	53,389	54,877
6	1.234	1.274	1.314	1.354	1.394	1.434	1.474	1.514
	45,696	47,384	48,872	50,361	51,849	53,337	54,825	56,313
7	1.272	1.312	1.352	1.392	1.432	1.472	1.512	1.552
	47,332	48,820	50,309	51,797	53,285	54,773	56,261	57,750
8	1.311	1.351	1.391	1.431	1.471	1.511	1.551	1.591
	48,768	50,257	51,745	53,233	54,721	56,209	57,698	59,186
9	1.349	1.389	1.429	1.469	1.509	1.549	1.589	1.629
	50,204	51,693	53,181	54,669	56,157	57,645	59,134	60,622
10		1.426	1.466	1.506	1.546	1.586	1.626	1.666
		53,129	54,617	56,105	57,593	59,082	60,570	62,058
11		1.467	1.507	1.547	1.587	1.627	1.667	1.707
		54,565	56,053	57,541	59,029	60,518	62,006	63,494
12			1.545	1.585	1.625	1.665	1.705	1.745
			57,489	58,977	60,466	61,954	63,442	64,930
13			1.584	1.624	1.664	1.704	1.744	1.784
			58,925	60,413	61,902	63,390	64,878	66,366
14			1.622	1.662	1.702	1.742	1.782	1.822
			60,361	61,850	63,338	64,826	66,314	67,802
15			1.661	1.701	1.741	1.781	1.821	1.861
			61,798	63,286	64,774	66,262	67,750	69,239
16			1.700	1.740	1.780	1.820	1.860	1.900
			63,234	64,722	66,210	67,698	69,186	70,675
17			1.738	1.778	1.818	1.858	1.898	1.938
			64,670	66,158	67,646	69,134	70,623	72,111
18			1.758	1.817	1.837	1.897	1.937	1.977
			65,414	67,594	69,082	70,570	72,059	73,547
19			1.778	1.837	1.895	1.935	1.975	2.015
			66,158	68,338	70,518	72,007	73,495	74,983
20			1.798	1.857	1.915	1.974	2.014	2.054
			66,902	69,082	71,262	73,443	74,931	76,419
21			1.818	1.877	1.935	1.994	2.053	2.093
			67,646	69,826	72,007	74,187	76,367	77,855
22			1.8382	1.8968	1.9554	2.014	2.0726	2.13
			68,390	70,570	72,751	74,931	77,111	79,291

**2020-2021 Schedule E2
Marion Independent School District**

Generating Base

\$ 37,205.00

Step	BA	BA12 or BA+NBC	BA24 or BA+NBC	MA or BA24+NBC	MA15 or MA+NBC	MA30 or MA15+NB C	MA45 or MA30+NB C	PhD or MA45+NB C
23			1.858 69,134	1.917 71,315	1.975 73,495	2.034 75,675	2.093 77,855	2.151 80,035
24			1.878 69,878	1.937 72,059	1.995 74,239	2.054 76,419	2.113 78,599	2.171 80,779
25			1.898 70,623	1.957 72,803	2.015 74,983	2.074 77,163	2.133 79,343	2.191 81,524
26			1.918 71,367	1.977 73,547	2.035 75,727	2.094 77,907	2.153 80,087	2.211 82,268
27			1.938 72,111	1.997 74,291	2.055 76,471	2.114 78,651	2.173 80,832	2.231 83,012
28			1.958 72,855	2.017 75,035	2.075 77,215	2.134 79,395	2.193 81,576	2.251 83,756
29			1.978 73,599	2.037 75,779	2.095 77,959	2.154 80,140	2.213 82,320	2.271 84,500
30			1.998 74,343	2.057 76,523	2.115 78,703	2.174 80,884	2.233 83,064	2.291 85,244
31			2.018 75,087	2.077 77,267	2.135 79,448	2.194 81,628	2.253 83,808	2.311 85,988
32			2.038 75,831	2.097 78,011	2.155 80,192	2.214 82,372	2.273 84,552	2.331 86,732
33			2.058 76,575	2.117 78,756	2.175 80,936	2.234 83,116	2.293 85,296	2.351 87,476

2020-21 Nurse
Salary Schedule

SCHEDULE E3
District Base Salary=

Years of Experience	Index	Annual Salary
0	1.00	33,000
1	1.04	34,320
2	1.08	35,640
3	1.12	36,690
4	1.16	38,280
5	1.20	39,600
6	1.24	40,920
7	1.28	42,240
8	1.32	43,560
9	1.36	44,880
10	1.40	46,200
11	1.42	46,860
12	1.44	47,520
13	1.46	48,180
14	1.48	48,840
15	1.50	49,500
16	1.52	50,160
17	1.54	50,820
18	1.56	51,480
19	1.58	52,140
20	1.60	52,800

2020-2021 Schedule F - Marion Independent School District

Generating Base \$ 36,946.00

Category	Job Title	Index/Salary
A	Head High School: Football, Basketball, Wrestling, Volleyball	0.145
	Strength Coach	5,772
B	Head High School: Track Baseball, Softball	0.131
	High School: Band, Vocal Music/Show Choir	5,094
C	Head High School: Cross Country, Soccer	0.104
	Asst High School: Football, Basketball, Wrestling	
	High School Journalism & Yearbook	4,058
D	Head Sophomore: Football, Basketball	0.091
	Asst High School: Track, Baseball, Volleyball, Softball	
	High School: Musical Director, Speech	
	7th & 8th Grade Band	3,548
E	Head High School: Golf, Tennis	0.078
	Asst Sophomore Football	
	Head Sophomore Volleyball	
	Head Freshman: Football, Basketball	
	High School: Musical/Drama Technician, Head Robotics	
	8,9,10 Coach: Baseball, Softball	
	High School Asst Show Choir	
	Level E Coaching/Activity Assistant	3,042
F	Asst Freshman: Football, Basketball	0.072
	Head Freshman: Volleyball	
	Asst High School Soccer	
	Auditorium Manager	
	Level F Coaching/Activity Assistant	2,789
G	Head Middle School: Football, Basketball, Track, Wrestling, Volleyball	0.055
	Asst High School Tennis	
	High School Play	
	Asst. High School Speech	
	Asst. HS/MS Cross Country	
	Level G Coaching/Activity Assistant	2,539
H	Asst. Middle School: Football, Basketball, Wrestling, Track, Volleyball	0.054
	Asst. High School Musical	
	High School Cheer: Football, Basketball, Wrestling	
	5/6 Band	
	High School Bowling	
	Middle School: Stem, Robotics, Show Choir	
I	Level H Coaching/Activity Asst.	2,119
	Middle School Yearbook	0.043
	High School: Marching Band Assistant, Dance Team	
	Level I Coaching/Activity Assistant	1,690
J	Middle School: Musical/Drama, Photographer	0.031
	Middle School Photographer	
	High School: Competition Cheer	
	High School: Literary Magazine Sponsor, Prom Sponsor, AF Coordinator	
	Wellness Sponsor	
K	Level J Coaching/Activity	1,188
	Student Council: High School, Middle School	0.021
	High School: Thespians, National Honor Society, Science Club, Color Guard	
	Middle School SODA	
	Middle School Cheerleader	
	Archery: High School, Middle School	
	Level K Coaching/Activity	833

Category	Job Title (Misc)	Index/Salary
	MS Activities Director	0.116
		4,517
	MHSAP HS Musical Assistant	0.010
		402
	HS Activities Sponsor	0.039
		1,506
	MHS Accompanist	0.224
		8,734

Co-Curricular Positions Not Identified on Schedule F

If the District develops a need for a Co-Curricular position not identified on Schedule F, during a master contract period, the District may create such a position and place it on Schedule F in the category the District feels is appropriate based on job duties and time commitment. The District will notify the Marion Education Association of the position and categorical placement. The category placement in subsequent years will be determined through the collective bargaining process.

The District may hire level E-K Coaching/Activity assistants if sufficient funds have been donated to the District to cover the cost of the position. These Coaching/Activity assistants will be placed on a category below the head sponsor and no higher than any other assistant of that activity. Exact placement will be determined by the District.

Average teacher hourly rate will be calculated at the time of the settlement of this contract. Average teacher hourly rate for 2020-21 is \$39.52. Average teacher hourly rate for 2021-22 is \$39.33.

Marion Independent School District and
Marion Education Association
Memorandum of Understanding

The Marion Independent School District has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership System. The Marion Independent School District (District) and the Marion Education Association (Association) have reached agreement to the items listed below in regard to articles of the Master Contract that will be affected by implementation of the local Teacher Leadership and Compensation System (TLCS).

This Memorandum of Understanding (MOU) shall be in effect unless the parties mutually agree to modify it, including modifying it to comply with legal requirements or guidelines. Except as otherwise outlined in this MOU, all terms and conditions of the Master Contract shall continue in full force and effect.

1. Contracts

A. Teachers assigned to TLCS positions shall retain their regular teaching contract issued in accordance with Iowa Code Chapter 279 and shall be issued a supplemental contract for a one-year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.

2. Placement and Removal

A. The placement of an employee into a TLCS position shall be controlled by the criteria outlined in the District's DE approved TLCS application. The placement of an employee into a TLCS position shall not be subject to the transfer procedures in the Master Contract. No employee will be involuntarily assigned to a TLCS position.

B. The removal of an employee from a TLCS position shall occur by either:

- (a) The employee and the District mutually agreeing to remove the employee from the position at any point during the contract year;
- (b) The employee providing written resignation from the position no later than February 1, which is then accepted by the District;
- (c) The District removing the employee from the position without reducing the position by providing the employee appropriate due process; or
- (d) The District implementing a staff reduction by providing the employee appropriate due process.

C. If an employee is removed from a TLCS position, the employee will be placed in the employee's former teaching position, or if the former teaching position is not vacant and/or does not exist, to another teaching position for which the employee is qualified that is as near as possible to

the employee's prior teaching position, as determined by the superintendent.

3. Compensation

A. In addition to their regular 279 contract, teachers serving in TLCS positions will be issued a one year extended contract for additional days and additional duties.

B. Teachers serving in TLCS positions will receive a stipend for additional days, additional hours, and additional duties. Teachers serving in TLCS positions will not receive additional per diem wages under the Master Contract for TLCS extended contract days or additional per hour wages under the Master Contract for TLCS additional hours.

C. The specific additional days, additional duties, and any stipend these teachers receive are as follows:

1. Technology and Learning Coordinator for the District - \$10,000.00 stipend for ten (10) additional days and the additional duties associated with this position.

2. Instructional Coach- \$10,000.00 stipend for ten (10) additional days and the additional duties associated with this position.

3. PLC Coordinator - \$4,000.00 stipend for four (4) additional days and the additional duties associated with this position.

4. Communication Specialist - \$4,000.00 stipend for four (4) additional days and the additional duties associated with this position.

5. New Teacher Site Mentor – Initial License - \$2,500.00 stipend for one (1) additional day and the additional duties associated with this position. \$1,500.00 budgeted through TLC funding, \$1,000 budgeted through the general fund (mentoring).

6. New Teacher Site Mentor – Standard License - \$1,000.00 stipend for one (1) additional day and the additional duties associate with this position.

7. Mentor Trainer- \$2,500 stipend for one (1) additional day and the additional duties associated with this position.

4. Seniority and Staff Reduction

A. For the purposes of seniority, all TLCS positions will be considered to be regular, full-time bargaining unit positions and employees serving in TLCS positions will continue to accrue seniority as specified in the Master

Contract.

- B. For purposes of staff reduction, teachers in a TLCS position will be classified in the category or categories to which the teacher was assigned at the time of their selection for a TLCS position. Staff reductions shall be made in compliance with the Master Contract.

5. Assessment of Performance

- A. The assignment of a teacher to a TLCS position will be subject to review by the District's administration at least annually and shall be consistent with the requirements in the District's DE approved TLCS application. A teacher who completes an assignment in a TLCS position may apply for assignment to a new TLCS position after providing appropriate notice, as outlined in paragraph 2B, above.

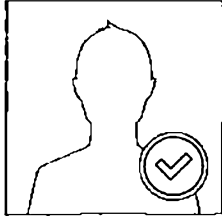
6. Funding for Program

- A. Any reduction or elimination of TLC funding support will result in a corresponding reduction or elimination of the assignments and compensation described in this MOU.
- B. Teachers serving in TLCS positions will receive Teacher Salary Supplement money as outlined in the Contract for Teacher Leadership Position. The Teacher Salary Supplement amount for those hired for a TLCS position will be fully funded from the Teacher Salary Supplement funds, with the exception of \$1,000 for New Teacher Site Mentors.

Signature Certificate

Document Ref.: IMHDO-FDZJA-EMN5J-AHXU3

Document signed by:



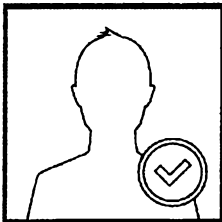
Janelle Brouwer

Verified E-mail:
jbrouwer@marion-isd.org

Janelle Brouwer

IP: 173.215.45.1

Date: 22 Apr 2020 14:16:39 UTC



Chris Martin

Verified E-mail:
cmartin@marion-isd.org

Christopher G. Martin

IP: 173.22.80.201

Date: 22 Apr 2020 14:17:51 UTC



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22 Apr 2020 14:17:51 UTC

Page 1 of 1



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2021-2022 Schedule E2
Marion Independent School District

Generating Base \$ 37,380.00

Step	BA	BA12 or BA+NBC	BA24 or BA+NBC	MA or BA24+NBC	MA15 or MA+NBC	MA30 or MA15+NBC	MA45 or MA30+NBC	PhD or MA45+NBC
0	1.040	1.080	1.120	1.160	1.200	1.240	1.280	1.320
	38,875	40,370	41,866	43,361	44,856	46,351	47,846	49,342
1	1.071	1.111	1.151	1.191	1.231	1.271	1.311	1.351
	40,034	41,529	43,024	44,520	46,015	47,510	49,005	50,500
2	1.102	1.142	1.182	1.222	1.262	1.302	1.342	1.382
	41,193	42,688	44,183	45,678	47,174	48,669	50,164	51,659
3	1.133	1.173	1.213	1.253	1.293	1.333	1.373	1.413
	42,352	43,847	45,342	46,837	48,332	49,828	51,323	52,818
4	1.164	1.204	1.244	1.284	1.324	1.364	1.404	1.444
	43,510	45,006	46,501	47,996	49,491	50,986	52,482	53,977
5	1.195	1.235	1.275	1.315	1.355	1.395	1.435	1.475
	44,669	46,164	47,660	49,155	50,650	52,145	53,640	55,136
6	1.234	1.274	1.314	1.354	1.394	1.434	1.474	1.514
	46,112	47,607	49,102	50,598	52,093	53,588	55,083	56,578
7	1.272	1.312	1.352	1.392	1.432	1.472	1.512	1.552
	47,555	49,050	50,545	52,040	53,536	55,031	56,526	58,021
8	1.311	1.351	1.391	1.431	1.471	1.511	1.551	1.591
	48,998	50,493	51,988	53,483	54,979	56,474	57,969	59,464
9	1.349	1.389	1.429	1.469	1.509	1.549	1.589	1.629
	50,441	51,936	53,431	54,926	56,421	57,917	59,412	60,907
10		1.428	1.468	1.508	1.548	1.588	1.628	1.668
		53,379	54,874	56,369	57,864	59,359	60,855	62,350
11		1.467	1.507	1.547	1.587	1.627	1.667	1.707
		54,822	56,317	57,812	59,307	60,802	62,298	63,793
12			1.545	1.585	1.625	1.665	1.705	1.745
			57,760	59,255	60,750	62,245	63,740	65,236
13			1.584	1.624	1.664	1.704	1.744	1.784
			59,202	60,698	62,193	63,688	65,183	66,678
14			1.622	1.662	1.702	1.742	1.782	1.822
			60,645	62,141	63,636	65,131	66,626	68,121
15			1.661	1.701	1.741	1.781	1.821	1.861
			62,088	63,583	65,079	66,574	68,069	69,564
16			1.700	1.740	1.780	1.820	1.860	1.900
			63,531	65,026	66,521	68,017	69,512	71,007
17			1.738	1.778	1.818	1.858	1.898	1.938
			64,974	66,469	67,964	69,460	70,955	72,450
18			1.817	1.857	1.897	1.937	1.977	2.015
			67,417	68,912	70,407	71,902	73,398	74,893
19			1.837	1.895	1.935	1.975	2.015	2.054
			68,860	70,355	71,850	73,345	74,840	76,336
20			1.857	1.915	1.974	2.014	2.054	2.093
			69,303	70,798	72,293	73,788	75,283	76,779
21			1.877	1.935	1.994	2.034	2.074	2.113
			70,746	72,241	73,736	75,231	76,726	78,221
22			1.896	1.954	2.014	2.074	2.113	2.152
			72,189	73,684	75,179	76,674	78,169	79,664

2021-2022 Schedule E2
Marion Independent School District

Generating Base

\$ 37,380.00

Step	BA	BA12 or BA+NBC	BA24 or BA+NBC	MA or BA24+NBC	MA15 or MA+NBC	MA30 or MA15+NBC	MA45 or MA30+NBC	PhD or MA45+NBC
23			1,858 69,460	1,917 71,650	1,975 73,840	2,034 76,031	2,093 78,221	2,151 80,412
24			1,878 70,207	1,937 72,398	1,995 74,588	2,054 76,779	2,113 78,969	2,171 81,160
25			1,898 70,955	1,957 73,145	2,015 75,336	2,074 77,526	2,133 79,717	2,191 81,907
26			1,918 71,702	1,977 73,893	2,035 76,083	2,094 78,274	2,153 80,464	2,211 82,655
27			1,938 72,450	1,997 74,640	2,055 76,831	2,114 79,021	2,173 81,212	2,231 83,402
28			1,958 73,198	2,017 75,388	2,075 77,578	2,134 79,769	2,193 81,959	2,251 84,150
29			1,978 73,945	2,037 76,136	2,095 78,326	2,154 80,517	2,213 82,707	2,271 84,897
30			1,998 74,693	2,057 76,883	2,115 79,074	2,174 81,264	2,233 83,455	2,291 85,645
31			2,018 75,440	2,077 77,631	2,135 79,821	2,194 82,012	2,253 84,202	2,311 86,393
32			2,038 76,188	2,097 78,378	2,155 80,569	2,214 82,759	2,273 84,950	2,331 87,140
33			2,058 76,936	2,117 79,126	2,175 81,316	2,234 83,507	2,293 85,697	2,351 87,888

2021-2022 Schedule F - Marion Independent School District

Generating Base \$ 37,380.00

Category	Job Title	Index/Salary
A	Head High School: Football, Basketball, Wrestling, Volleyball	0.1551
	Strength Coach	5,798
B	Head High School: Track Baseball, Softball	0.1369
	High School: Band, Vocal Music/Show Choir	5,117
C	Head High School: Cross Country, Soccer	0.1091
	Asst High School: Football, Basketball, Wrestling High School Journalism & Yearbook	4,078
D	Head Sophomore: Football, Basketball	0.0954
	Asst High School: Track, Baseball, Volleyball, Softball High School: Musical Director, Speech 7th & 8th Grade Band	3,566
E	Head High School: Golf, Tennis	0.0818
	Asst Sophomore Football Head Sophomore Volleyball Head Freshman: Football, Basketball High School: Musical/Drama Technician, Head Robotics 8,9,10 Coach: Baseball, Softball High School Asst Show Choir Level E Coaching/Activity Assistant	3,058
F	Asst Freshman: Football, Basketball	0.0750
	Head Freshman Volleyball Asst High School Soccer Auditorium Manager Level F Coaching/Activity Assistant	2,804
G	Head Middle School: Football, Basketball, Track, Wrestling, Volleyball	0.0683
	High School Play Asst. High School Speech Asst. HS/MS Cross Country Level G Coaching/Activity Assistant	2,553
H	Asst. Middle School: Football, Basketball, Wrestling, Track, Volleyball	0.0570
	Asst. High School Musical High School Cheer: Football, Basketball, Wrestling 5/6 Band High School Bowling Middle School: Stem, Robotics, Show Choir Level H Coaching/Activity Asst.	2,131
I	Middle School Yearbook	0.0455
	High School: Marching Band Assistant, Dance Team Level I Coaching/Activity Assistant	1,701
J	Middle School: Musical/Drama, Photographer	0.032
	Middle School Photographer High School Competition Cheer High School: Literary Magazine Sponsor, Prom Sponsor, AP Coordinator Wellness Sponsor Level J Coaching/Activity	1,196
K	Student Council: High School, Middle School	0.022
	High School: Thespians, National Honor Society, Science Club, Color Guard Middle School SODA Middle School Cheerleader Archery: High School, Middle School Level K Coaching/Activity	837

Category	Job Title (Misc)	Index/Salary
	MS Activities Director	0.1214
		4,538
	HS Activities Sponsor	0.0405
		1,514
	MHS Accompanist	0.2348
		8,777