Sergeant Bluff-Luton Community School District Master Contract

Between

Sergeant Bluff-Luton CSD

And

The Sergeant Bluff-Luton Education Association

2023

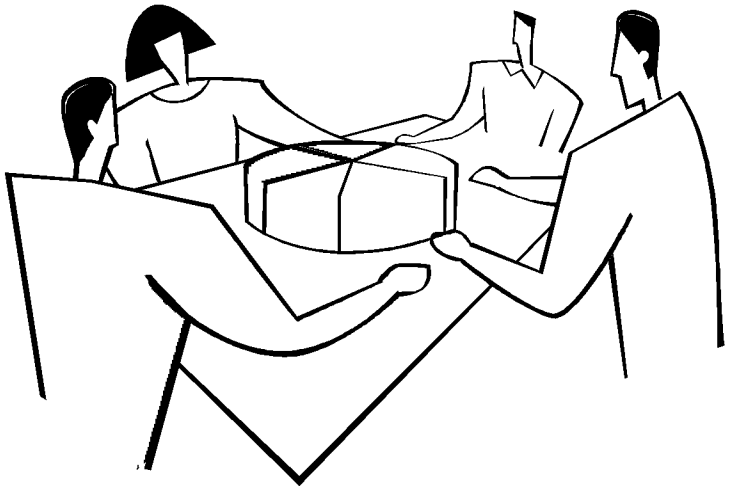


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Notice of Non-Discrimination

The Sergeant Bluff-Luton Community School District offers career and technical programs in the following service areas:

- Arts, Communications, and Information Systems
- Applied Sciences, Technology, Engineering, and Manufacturing
- Human Services
- Business, Finance, Marketing and Management

It is the policy of the Sergeant Bluff-Luton Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination.

If you have questions or a grievance related to this policy please contact the district's Equity Coordinator Mrs. Jenni McCrory, Elementary Principal, 201 Port Neal Rd. Sergeant Bluff, IA 51054, 712-943-5563, mccrojen@sblschools.com or Director of the Office for Civil Rights U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-7204, Telephone: (312) 730- 1560 Facsimile: (312) 730-1576, Email: OCR.Chicago@ed.gov

ARTICLE I
PREAMBLE

The Sergeant Bluff-Luton Community School District and the Sergeant Bluff-Luton Education Association hereby agree that they have negotiated in good faith and have agreed to the following:

ARTICLE 2
RECOGNITION

A. Unit

The Board hereby recognizes the Sergeant Bluff-Luton Education Association as certified, exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case N. 175) issued by the PERB on the 15th day of September 1975. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative. If the parties cannot agree, they shall submit their disagreement to the PERB for a ruling.

The unit described in the above certification is as follows:

All full-time and part-time professional certified employees, including all classroom teachers: Departmentalized teacher, guidance counselor, librarian, special teacher – art teacher, business education teacher, speech teacher, exploratory course teacher, foreign language teacher, home economics teacher, industrial arts teacher, instrumental music teacher, physical education teacher, special reading teacher, and vocal music teacher.

Further, the bargaining unit shall exclude superintendent, building principals, per them substitute teacher, and other employees as excluded under Section 4 of the Iowa Public Employment Relations Act.

B. Definition

1. The term "Board" as used in this agreement shall mean the Board of Education of the Sergeant Bluff-Luton Community School District or its duly authorized representatives.

2. The term "employee" as used in this agreement shall mean all professional employees represented by the Association in the bargaining unit as, defined and certified by the Public Employment Relations Board.

3. The term "Association" as used in this agreement shall mean the Sergeant Bluff-Luton Education Association or its duly authorized representatives or agents.

ARTICLE 3
WORKYEAR

In School Work Year

1. Regular Contract
   The in-school work year for employees shall not exceed one hundred eighty-eight (188) days, except a first year teacher in the District shall work one hundred ninety one (191) days.

2. Extended Contract
   The in-school work year for employees contracted on a ten month basis shall not exceed two hundred ten (210) days.

3. Definition of In-School Work Year
   The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

Unpaid Holidays

No employee shall be required to work on the following days: Labor Day, Thanksgiving and the day following, Christmas, New Years, and Memorial Day.

Unpaid Vacation

There shall be a winter recess of at least five (5) days excluding Christmas and New Year's Day.

There shall be a spring recess of two days incorporating a weekend, in March or April.

ARTICLE 4
HOURS

The regular contract day shall be eight (8) hours which shall include a minimum of a thirty (30) consecutive minute duty-free lunch period. Teachers may leave the building during their lunch period upon giving notice to the office.

The Board shall establish the arrival and departure times for the teachers and notify them of such hours at the beginning of the school year. Ten (10) days notice will be given the teachers of any change in these hours unless an emergency prevents such notice. When students are dismissed early because of winter weather or storm, teacher shall be dismissed within five (5) minutes after all students have departed.

Teachers will be assigned duties outside the regular teaching day without additional compensation, on an equitable basis. However, any assignments of such duties on a Saturday, holiday or other than one of the in-school work year days shall be voluntary.

To compensate teachers for additional duties outside the normal teaching day, teachers shall have the option to arrive fifteen (15) minutes after the normal teachers' arrival time on the first day of teaching each week, and may depart on the last teaching day of each week fifteen (15) minutes prior to the normal teacher dismissal time.

ARTICLE 5
SENIORITY

Seniority shall be determined by the length of continuous service in the Sergeant Bluff-Luton Community School District. When two or more teachers have the same length of service, seniority shall begin on the date on which the continuing contract was signed. When two or more teachers signed continuing contracts on the same date, lots shall be drawn to determine order of seniority.

ARTICLE 6
LEAVES OF ABSENCE

Section 1 – Excused Absence Leave

A. *Purpose*

The District realizes there are times of temporary illness/injury, personal problems, and illness of family/friends that might require absence from work. The purpose of paid excused absence leave is to help employees avoid financial stress during those times. Excused absence leave is not available to replace or enhance Section 2 of this Article.

B. *Uses*

Excused absence leave is available for the following reasons:

1. Personal illness (Available for the employee's yearly allotment and from the employee's accumulated days.
2. Care of an ill immediate family member (as defined in Section 3 of this Article). (Available only from the employee's yearly allotment of days.)
3. Death of a non-immediate family member (defined in Section 3 of this Article). (Available only from the employee's yearly allotment of days.)
4. Death of a non-family member. (Available only from the employee's yearly allotment of days.)

C. *Accumulation*

First Year	11 days
Second Year	12 days
Third Year	13 days
Fourth Year	14 days
Fifth Year	15 days
Sixth Year	16 days

The above amounts shall apply to consecutive years of employment in the Sergeant Bluff-Luton Community School District.

Unused leave shall accumulate from year to year to the maximum of one hundred (100) days plus the employee's current allotment.

D. Rights and Responsibilities

Excused Absence is approved by the building principal, and except for those emergency or unexpected cases, excused absence must be arranged and approved prior to its use. The School District reserves the right to require a doctor's statement to support a sick leave of absence. The principal may deny paid leave if he/she judges the reason not to be in accordance with the excused absence policy.

Employees are expected to notify their building principal at the earliest possible date/time when Excused Absence is indicated. Principals must report use of Excused Absence to the Superintendent to assure fair and consistent treatment across the entire School District.

Section 2 – Personal Leave

Two days of personal leave at the teacher's discretion will be granted subject to the following conditions:

1. The day may not be used following a scheduled holiday or vacation except in the case of an emergency. If used as an emergency leave day, the teacher shall provide a reason. The superintendent may deny the leave request if the reason given is not an emergency.

2. No more than five teachers may use the leave on a given day and the superintendent is not obligated to approve more than five requests.

3. If six or more teachers request personal leave for the same day and the superintendent chooses not to grant more than five requests, the leaves shall be granted on a "first come, first serve" basis except that an emergency shall take precedence over all other requests. If the excess leave requests were submitted on the same day, the more senior teacher(s) shall receive preference.

4. Personal leave requests shall be submitted at least five (5) days in advance. If the situation is an emergency and the teacher provides a written reason, this requirement shall be waived.

5. Personal leave is cumulative up to four (4) days and may be used in increments as small as one-half days.

6. In case of an emergency which prevents prior notification, the teacher, upon returning to work, shall submit documentation of the emergency and an application for the leave.

7. Notwithstanding provisions 1-7 of this section, in May, the District shall not be obligated to grant more than thirty-five (35) total personal leave days District wide. Requests for personal leave shall be granted on a "first come, first served" basis.

8. At the conclusion of a school year, teachers may be reimbursed one hundred dollars ($100) per day for each unused personal leave day or they may carry over two personal days. Total days of personal leave cannot exceed four (4) days in any contract year.

Section 3 – Bereavement

Upon the death of a member of the teacher's immediate family, a teacher requesting a leave will be granted up to five (5) working days of absence to make necessary arrangements and to attend the funeral. These days constitute separate leave and will not be taken from the teacher's yearly allotment of excused leave days. Any additional days taken will come only from the teacher's yearly allotment of excused absence leave days. The immediate family is defined as spouse, child, stepchild, parent, stepparent, brother, stepbrother, sister, stepsister, parent-in-law, stepparent-in-law, son-in-law, daughter-in-law, grandchild, grandparent, or a member of the household of the teacher.

Upon the death of a member's brother or sister-in-law or son or daughter-in-law, or grandparent-in-law, a teacher requesting leave will be granted up to three (3) working days absence to attend the funeral.

Section 4 – Jury Duty
A teacher called for jury duty during school hours or required by the Board to appear as a witness on the Board's behalf shall receive full pay for such time. Any pay, in addition to expense allowances, that the teacher receives during such leaves shall be turned over to the Sergeant Bluff-Luton Community School District.

Section 5 – Family Illness
A leave of absence of one year, without pay, may be granted to a teacher upon approval of the superintendent to care for a sick or injured child or spouse. Should the request for such leave be made prior to the issuance of such contracts for the next year, the employee shall receive the one year leave.

Section 6 – Military
Provisions for the granting of military leave will be in accordance with state and federal laws.

Section 7 – Professional

Professional leave must be submitted to the building principal and the principal may make a recommendation. The principal will then submit the leave request to the Superintendent. The Superintendent may sign off on such recommendations if the professional leave meets district goals.

A. District Directed Leave:

Defined as conferences seminars, or workshops attended as part of a building or district committee group. Attendance is organized by an administrator or building leadership team and limited to a specific number or said committee: or personally instructed by a superior to attend as part of job requirements.

Section 8 – Other Leaves
Other leaves of absence without pay may be granted at the discretion of the superintendent.

Other leaves of absence with pay may be granted at the discretion of the superintendent.

Such leaves are not grievable under the grievance procedure of this contract.

Section 9 – Return from Leave of Absence
The following conditions shall prevail as to the teacher's return from a leave of absence:

1. A teacher shall be required to return from a leave on the date designated by him/her upon the granting of the leave.
2. Failure to return on the designated date shall be considered resignation.
3. Upon the return from a leave, the teacher shall be given the same or comparable position that he/she had prior to such leave providing the position is still in existence.
4. If the same or comparable position is not in existence, the teacher shall be offered a position for which he/she is certified, if such position exists. Failure to accept such a position shall constitute a resignation from the school district.
5. If no position for which a person is certified exists, the person shall be placed on a preferential hiring basis for one (1) year and shall be hired for the first available position for which he/she is certified.

ARTICLE 7
SALARY

A. The basic salaries of teachers covered by this Agreement shall be set forth in Appendix A of this Agreement. The salary of each teacher shall include all compensation paid to teachers, including Teacher Salary Supplement monies.

B. To be eligible for movement to the next increment step on the salary schedule, a teacher must work one hundred twenty (120) days.

C. Adjustment to the next higher educational lane shall be paid as follows:

1. From the first day of the new school year provided that appropriate evidence of additional academic credit is on file with the school district by September 1st
2. An administrative and/or clerical error by a college or university shall not cause denial of a teachers request to advance horizontally on the salary schedule.
3. Teachers will notify the superintendent in writing by January 15, if they are planning to change lanes for the next school year.

D. A teacher new to the district shall be placed on the salary schedule on any step at the discretion of the superintendent.

E. A teacher who returns to the school district shall be placed on the salary-schedule on any step at the discretion of the superintendent.

F. Teachers will be paid in twelve equal installments beginning on September 21st of each school year. Each teacher will provide the business manager with bank account information so that the funds may be electronically deposited in the bank account(s) of each teacher. Direct deposit stubs with salary and deduction amounts listed with be e-mailed to each teacher prior to the direct deposit of funds.

Subsequent installments shall be paid on the 21st day of each succeeding month. When the 21st day of the month is a Saturday, Sunday, holiday, or unpaid vacation day, payment shall be made to each teacher and shall be made to each teacher's bank account on the last working day before the Saturday, Sunday, holiday or unpaid vacation day.

G. A member of the bargaining unit who has an extended contract shall be paid 1/188th of his/her Appendix A salary times the number of additional contract days. A teacher shall have deducted 1/188th of his/her Appendix A salary (Or a proportionate amount of an extended contract) for an absence not authorized with pay under Article 9 of this Agreement.

H. Employees may move only one educational lane (horizontal step) per year corresponding to the employee's step placement in the lower educational lane in the year preceding horizontal advancement and shall then be advanced by one vertical step, provided such vertical step advancement is possible.

I. The teacher compensation money from the state of Iowa will be distributed on an equal basis among the eligible full and part-time teachers and shall be paid as part of the regular payroll on a twelve-month basis. Teacher compensation checks are subject to all appropriate taxes and FICA/IPERS. Part-time teachers will have their share of the teacher compensation money pro-rated based on the length of their contract.

Should the district not receive expected legislative teacher compensation money, this section of this Article of the Contract will be eliminated.

J. If the District fails to receive all Teacher Salary Supplement dollars originally incorporated into the salary schedule for 2010-11 or in any subsequent year, the parties will negotiate regarding the reduction in funds.

ARTICLE 8
SUPPLEMENTAL PAY

Employees assigned extra duties by the Board shall be paid in accordance with the supplemental pay schedule. Appendix B, attached hereto. The base salary used to calculate the salaries in Appendix B shall be the base salary negotiated by the parties minus the Teacher Quality portion of the Teacher Salary Supplement (TSS

The Board shall establish the rates for newly created extra duty positions. Should the Association disagree with said rates, it shall request to bargain said rates. If no agreement is reached under this method, the Issue shall be submitted to arbitration.

ARTICLE 9
HEALTH

The teacher will submit evidence of a physical examination upon initial hire to verify his/her ability to perform assigned duties.

The Board may require subsequent examination when in its judgment; such an examination is relevant to an employee's performance.

ARTICLE 10
SAFETY

It shall be the duty of the employee to notify the employer of any unsafe working conditions. It shall be the duty of the employer to correct unsafe working conditions within a reasonable period of time.

Employees will not be required to work under unsafe or hazardous conditions. Unsafe or hazardous conditions shall mean danger to health and not merely inconvenience or uncomfortable conditions.

No employee shall be required to search for a bomb.

The employer will provide required safety equipment in the appropriate shop or lab areas. Each employee shall be responsible for replacement of safety equipment which is lost or damaged by his/her negligence.

The Board shall establish appropriate safety policies relative to riot, tornado, and fire and inform the faculty of same. The faculty will be responsible for carrying out such policies.

ARTICLE 11
OTHER PAYROLL DEDUCTIONS

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities and group insurance, and any other plans recommended by the Association and approved by the Board.

ARTICLE 12
GRIEVANCE PROCEDURE

Definition

A grievance shall be a timely filed alleged violation, misinterpretation, or misapplication of a specific article of this agreement.

A grievant is a person or persons or the Association filing the grievance.

Procedure

Step 1 - Within ten (10) contract days of the occurrence of the alleged violation, misinterpretation, or misapplication, or within ten (10) contract days of the date he/she should have been aware of the alleged violation, misinterpretation, or misapplication, the grievant must orally present the complaint to his/her immediate supervisor in an effort to resolve the matter informally.

Following the informal conference, the parties shall sign a memorandum specifying the date and subject of the meeting. Each party shall receive a copy of the memorandum.

Step 2 - If, as a result of the informal discussion with his/her immediate supervisor, a grievance still exists, the grievant may file a written grievance as set forth in Appendix C within five (5) contract days after the informal discussion in step1 by submitting the same to the principal. The principal shall advise the grievant of his/her position in writing within five (5) contract days.

Step 3 - If the grievant is not satisfied with the disposition in step 2, he/she may submit the written grievance to the superintendent within five (5) contract days after the answer in step 2. The superintendent shall answer in writing within ten (10) contract days of such grievance.

General Provisions

A. The grievant shall, at his/her option, be represented by an Association representative.
B. Any meeting relative to this procedure will be held outside the normal school day, except that such matter may be discussed before students arrive and after they depart.
C. The number of days indicated at each level should be considered as a maximum. Such time limits may be extended by mutual agreement.
D. All documents involved in processing the grievance shall be filed in a separate grievance file.
E. Any meeting and hearing under this procedure shall be conducted in private and include only the grievant, witnesses and designated representatives.
F. A grievance not processed within the time limits of any step of the procedure shall be considered resolved on the basis of the last answer.
G. Should the employer not answer the grievance within the time limits, the grievance will move to the next step except that the grievant must actively move the grievance to the last step of the procedure.
H. In the event a grievance is filed at such time that it cannot be processed through all steps of the procedure, efforts will be made to resolve said grievance during the summer. Unresolved grievances under this clause shall be considered at the beginning of the school year.

ARTICLE 13
MENTORING

The mentor program is to provide support and assistance to licensed new professionals within the first two years of teaching according to Chapter 284.

Mentor teacher will be assigned in accordance with the state approved TLC grant application.

ARTICLE 14
Teacher Leadership and Compensation (TLC)

WORKYEAR

Teachers in TLC positions will work 188 days as specified in the contract, plus additional days as specified in the job descriptions of the TLC grant application for each role as outlined below.

- Instructional Coach - 8 additional days
- Initiative Leader - 2 additional days
- Mentor - 1 additional day

HOURS

Teachers in TLC positions will work the number of hours specified in article 4 of the contract AND as necessary to perform the duties of their TLC position as outlined in the job descriptions of the TLC grant application for each role. Any employee receiving a supplemental contract for a one-year assignment for a TLC position shall not receive any other supplemental and/or extended contract pay for the employee's fulfillment of his or her TLC role.

SELECTION OF TEACHER LEADERS

Each building will appoint a selection committee for the TLC positions. The committee shall be comprised of the building principal and the building leadership team members. If a member of the building leadership team is applying for a TLC position the principal will find a grade level replacement.

Compensation for TLC positions for 2022-2023

Position	Compensation	Extra Days
Instructional Coach One per building	$8,000.00	8
Initiative Leader Four per building	$3,150.00	2
Mentor Teacher Number varies depending upon need	$1,350.00	1

ARTICLE 15
COMPLIANCE AND DURATION

This agreement shall be effective July 1, 2022 and continue in effect until June 30, 2023 on language.

Whenever any written notice is required to be given by either party of this Agreement pursuant to the provision of the Agreement it will be forwarded to the following addresses:

To Association: 600 4th St. Suite 202, #7, Sioux City, IA 51101

To Board: 201 Port Neal Road, Sergeant Bluff, IA 51054

APPENDIX A
SALARY SCHEDULE
2022-2023

The 2022-2023 contract total package will have an increase of 4.05% based on current staff. The settlement will be distributed as follows:

*$1,110 added to the base, $100 added to the coaching base, $200 added to the BA+30 and MA+30 Longevity Lanes

For the Association

Amy Vermeys

By Amy Vermeys (Apr 29, 2022 13:59 CDT)

President Apr 29, 2022

For the Board

Jeff Wright

By Jeff Wright (Apr 29, 2022 16:37 CDT)

President Apr 29, 2022

Appendix A

Sergeant Bluff-Luton Salary Schedule 2022/2023

Base Salary - Index	**$39,400**					
Base Salary - Addition	**$919**					
TSS	**$5,305**					
	BA	**BA+15**	**BA+30**	**MA**	**MA+15**	**MA+30**
Step	**Salary**	**Salary**	**Salary**	**Salary**	**Salary**	**Salary**
0	$45,624	$47,594	$49,564	$51,534	$52,716	$53,504
1	$47,200	$49,170	$51,140	$53,110	$54,292	$55,080
2	$48,815	$50,785	$52,755	$54,725	$55,907	$56,695
3	$50,470	$52,440	$54,410	$56,380	$57,562	$58,350
4	$52,164	$54,134	$56,104	$58,074	$59,256	$60,044
5	$53,898	$55,868	$57,838	$59,808	$60,990	$61,778
6	$55,671	$57,641	$59,611	$61,581	$62,763	$63,551
7	$57,483	$59,453	$61,423	$63,393	$64,575	$65,363
8	$59,335	$61,305	$63,275	$65,245	$66,427	$67,215
9	$61,226	$63,196	$65,166	$67,136	$68,318	$69,106
10	$63,157	$65,127	$67,097	$69,067	$70,249	$71,037
11	$65,127	$67,097	$69,067	$71,037	$72,219	$73,007
12	$67,136	$69,106	$71,076	$73,046	$74,228	$75,016
13		$71,155	$73,125	$75,095	$76,277	$77,065
14			$73,920	$77,183	$78,365	$79,153
15					$80,493	$81,281
16						$83,448
17						$85,654
						$86,749

Appendix B
Supplemental Pay Schedule

Following are the extracurricular and extra duty assignments. The salary percentages are multiplied by $41,000.00 to determine the dollar compensation.

HEAD VARSITY – MAJOR
Band, Baseball, Basketball (B & G)
Football, Volleyball, Softball, Wrestling
Vocal Music, Weight Training

Step 1	Step 2	Step 3	Step 4
11.6%	12.2%	12.6%	13.1%

ASSISTANT VARSITY – MAJOR
Baseball, Basketball (B & G), Football,
Volleyball, Softball, Wrestling, Weight Training

Step 1	Step 2	Step 3	Step 4
6.9%	7.2%	7.4%	7.8%

HEAD VARSITY – MINOR
Track (B & G), Soccer (B & G), C. Country (Co-ea),
Tennis

Step 1	Step 2	Step 3	Step 4
11.1%	11.6%	12.0%	12.5%

Golf (Co-ea)

6.3%	6.6%	6.8%	7.1%

Boys and Girls Bowling

4.5%	*4.6%*	*4.7%*	*4.8%*

ASSISTANT VARSITY – MINOR
Track (B & G), Soccer (B & G), C. Country (Co-ea)

Step 1	Step 2	Step 3	Step 4
6.3%	6.6%	6.8%	7.1%

Boys and Girls Bowling

3.7%	3.9%	4.1%	4.5%

	Step 1	Step 2	Step 3	Step 4
HS Football Cheerleading	*3.7%*	*3.9%*	*4.1%*	*4.3%*
HS Wrestling or BB Cheerleading	*4.7%*	*4.9%*	*5.1%*	*5.3%*
HS JV BB Cheerleading	*3.7%*	*3.9%*	*4.1%*	*4.3%*
Dance Team	*9.3%*	9.5%	9.7%	9.9%
Junior Class Sponsor	*6.9%*	7.2%	7.4%	7.7%
School Play Director	*3.2%*	3.3%	3.4%	3.5%
Senior Class Sponsor	1.6%	1.6%	1.7%	1.7%
Speech/Drama	4.7%	4.9%	5.1%	5.3%
High School Student Council	4.7%	4.9%	5.1%	5.3%
High School Yearbook	5.8%	6.1%	6.3%	6.5%
Quiz Bowl	3.7%	3.9%	4.1%	4.5%
National Honor Society Sponsor	4.7%	4.9%	5.1%	5.3%
Marching Band	5.2%	5.4%	5.6%	5.8%
Marching Band Asst.	3.8%	4.0%	4.2%	4.4%

MIDDLE SCHOOL – MAJOR
Football , Basketball (B & G)

Step 1	Step 2	Step 3	Step 4
5.3%	5.5%	5.7%	5.9%

ASSISTANT MDL. SCHOOL – MAJOR
Football, Basketball (B & G)

Step 1	Step 2	Step 3	Step 4
4.7%	4.8%	5.0%	5.1%

MIDDLE SCHOOL – MINOR
Volleyball, Wrestling, Track (B & G),
Soccer (B & G), Cross Country (Co-ea)

Step 1	Step 2	Step 3	Step 4
4.7%	4.9%	5.1%	5.3%

ASSISTANT MDL. SCHOOL – MINOR
Track (B & G), Volleyball, Wrestling
Soccer (B & G), Cross Country (Co-ea)

Step 1	Step 2	Step 3	Step 4
3.7%	3.8%	4.0%	4.1%

	Step 1	Step 2	Step 3	Step 4
Middle School Band	3.7%	3.8%	4.0%	4.1%
Middle School Vocal	3.7%	3.8%	4.0%	4.1%
Middle School Cheerleading	3.5%	3.7%	3.9%	4.1%
Middle School Student Council	3.5%	3.7%	3.9%	4.1%
Middle School Annual	*3.5*			

Appendix C
Grievance Form

Sergeant Bluff-Luton Community School #_____

Date Filed _____

_____Building

1. Association
2. Employee
3. Employer

_____
Name of Aggrieved Person

Step II

A. Date Violation Occurred _____

B. Section(s) of Contract_____

C. Statement of Grievance_____

_____

_____

_____

D. Relief Sought_____

_____

_____

_____ _____
Signature Date

E. Disposition by Principal or Immediate Supervisor _____

_____

_____

_____ _____
Signature of Principal/Supervisor Date

Step III

A._____ _____
Signature of Aggrieved Person Date Received by Supt.

B. Disposition by Superintendent or Designee_____

_____

_____

_____ _____
Signature of Supt./Designee Date

SBL Master Contract

Final Audit Report 2022-04-29

Created:	2022-04-29
By:	Denise Patterson (patteden@sblschools.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAusvOglLPkMu374-68_BMzHM29V8XCjf_

"SBL Master Contract" History

Document created by Denise Patterson (patteden@sblschools.com)
2022-04-29 - 5:23:58 PM GMT- IP address: 66.172.221.155

Document emailed to Amy Vermeys (vermeamy@sblschools.com) for signature
2022-04-29 - 5:25:17 PM GMT

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