2022-2023

MASTER CONTRACT

BETWEEN

TWIN CEDARS COMMUNITY SCHOOL DISTRICT

AND

PROFESSIONAL EDUCATORS OF TWIN CEDARS

PREAMBLE

The Board of Directors of the Twin Cedars Community School District, hereinafter referred to as the "Board", and the Professional Educators of Twin Cedars, hereinafter referred to as "PETC", recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district. The parties further recognize that the attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

Whereas, the Board recognizes the teaching personnel as available and qualified sources of information who may be called upon for advice in developing policies and programs designed to improve educational services, and

Whereas, the parties have reached certain understandings, which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE 1: RECOGNITION

A. Unit

The Board hereby recognizes the Professional Educators of Twin Cedars as the certified exclusive and sole bargaining representative for all professional personnel as set forth in the PERB certification Instrument (Case #8194) issued by PERB.

The unit described in the above certification is as follows:

INCLUDED: This unit shall be composed of all professional personnel in the Twin Cedars Community School District who are full time or regular part time employees, Including classroom teachers, academic, vocational, remedial, physical Education, music, art, librarians, and guidance counselors.

EXCLUDED: Excluded from this unit are superintendents, principals, cooks, custodian, Bus drivers, secretaries, teacher aides, and all other persons excluded by Section 4 of the Iowa Public Employment Relations Act.

ARTICLE 2: PROCEDURE FOR NEGOTIATIONS

A. Mutual Commitment to Good Faith Negotiations

When maintaining good faith bargaining, caucuses may be called at any time during the negotiations session. Articles tentatively agreed to shall be initialed by each party and dated and shall be set aside subject to ratification of the agreement.

B. Request for Meetings

The Board and PETC shall meet for the purpose of negotiating and seeking agreement. Requests from the PETC for negotiation meetings shall be made to the president of the Board or his designated representative. Requests from the Board shall be made to the president of the PETC or their designated representative.

Within five (5) days of the date of the request, a mutually convenient time and place for a meeting shall be established. The meeting shall take place no later than ten (10) days following the date of the request. Additional meetings shall be agreed upon by the negotiations representatives as may be necessary to complete an agreement.

C. Negotiation Teams

Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with the necessary power and authority to make proposals, counter proposals, and to reach tentative agreement on items being negotiated.

D. Access to Information

The PETC shall be furnished, on request, regularly prepared information concerning the financial condition of the school including annual financial reports, the proposed budget, and the adopted budget. Nothing herein shall require the administrative staff to research and assemble information.

BASE WAGES AND SALARIES

A. Schedule

Base salary is set at **$28,230** for 2022-2023

LANE	STARTING SALARY
BA	$28,230
BA+12	$29,289
BA+24	$30,348
MA	$31,407
MA+15	$32,466

B. Wage Increase

- Full-time teachers will receive a pool increase of 3.37% of the base, which is $950.00, per person.
- The increase for part-time teachers will be at the corresponding percentage of their contract. For example, a teacher with a .5 contract will receive .5 of $950.00.

EMPLOYEE WORK YEAR

A. In-School Work Year

1. Regular Contract

The in-school work year for employees shall not exceed 190 days.

2. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation and any other days on which employee attendance is required.

BASE SUPPLEMENTAL PAY

A. Extra-Curricular Activities

1. Approved Activities

The Board and the PETC agree that the extra-curricular activities listed in Schedule C are official school-sponsored activities.

2. Rates of Pay

Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay or other stipulations in Schedule C which is attached hereto and made a part thereof.

Updates to the Employee Handbook

A. Sick Leave Donation Opportunity

The Board and the PETC agree to put a committee together to research and develop a policy for sick leave donation for a critically ill employee. The policy would help provide sick leave for a critically ill employee until their long-term disability coverage begins. This process is not able to be grieved. This will be a policy in the employee handbook and not part of the contract.

B. Compensation

1. If an elementary teacher loses a "special" class (PE, Music, Library, Computer) because the district was not able to hire a substitute teacher, the teacher will be reimbursed $20 for the prep time lost.
2. If a junior high or high school teacher loses their prep time to teach a class because the district was not able to hire a sub, they will be reimbursed $40 per whole block or $20 per half block.

This will be a policy in the employee handbook and not part of the contract.

SCHEDULE C
(% OF BA BASE)

HEAD COACH

Athletic Director	**15.00%**
Football	**12.00%**
Boys Basketball	**12.00%**
Girls Basketball	**12.00%**
Wrestling	**12.00%**
Summer Baseball	**12.00%**
Summer Softball	**12.00%**
Volleyball	**12.00%**
Boys Track	**8.50%**
Girls Track	**8.50%**
Instrumental Music/Vocal Music	**8.50%**

FFA	**8.50%**
Cross Country Track	**8.50%**

ASSISTANT COACHES:

Basketball	**8.50%**
Football	**8.50%**
Wrestling	**8.50%**
Summer Softball	**8.50%**
Summer Baseball	**8.50%**
Volleyball	**8.50%**

JUNIOR HIGH COACHES:

Baseball	**7.00%**
Softball	**7.00%**
Football	**7.00%**
Boys Basketball	**7.00%**
Girls Basketball	**7.00%**
Assistant Jr. Hi Boys Basketball	**3.25%**
Assistant Jr. Hi Girls Basketball	**3.25%**
Assistant Jr. Hi Boys Baseball	**3.25%**
Assistant Jr. Hi Girls Softball	**3.25%**
Volleyball	**7.00%**
Track	**4.50%**
FFA.....	**4.50%**
National Honor Society	**2.50%**
High School Student Council	**2.50%**
Boys Golf	**2.50%**
Girls Golf	**2.50%**
All School Play	**4.00%**
Declamatory Contests	**4.00%**
Yearbook	**4.00%**
Pep Club 2 sponsors	**1.50%**
Science Fair Jr/Sr 2 sponsors	**1.25%**
Junior Class 2 sponsors	**2.50%**
Senior Class 2 sponsors	**4.00%**
Football Cheerleader Sponsor	**3.50%**
Basketball Cheerleader Sponsor	**1.25%**
Wrestling Cheerleader Sponsor	**1.50%**
Flag Sponsor	**1.50%**

Head Boys Basketball, Head Girls Basketball, Head Football, Head Baseball, Head Softball, Head Volleyball, Cheerleading:

A. .5% Meeting minimum participation numbers (to be determined for each sport, Maintain JV schedule)
B. .25% conducting a camp in grades 3-6 outside the season with minimum participation numbers.
C. .25% conducting a camp in grades 7-12 outside the season with minimum participation numbers.
D. .5% Winning District or Regular season Conference Championship
E. 1% Appearance in State Tournament (Quarter Finals Football)
F. 1% for each 5 years as Head Coach at specific sport @ Twin Cedars up to a maximum of 3%.

Head Boys Track, Head Girls Track

A. .5% Meeting minimum participation numbers
B. .5% Winning District or Conference Championship
C. 1% Finishing Top Ten of State Track Meet
D. 1% for each 5 years as Head Coach at specific sport @ Twin Cedars up to a maximum of 3%.

Head Junior High Baseball, Softball, Football, Girls Basketball, Boys Basketball, Volleyball, Track

A. .5% Meeting minimum participation numbers
B. 1% for each 5 years as Head Coach at specific sport @ Twin Cedars up to a maximum of 3%.

Assistant Varsity Football, Basketball, Baseball, Softball, Volleyball

A. 1% for each 5 years as Assistant Coach at specific sport @ Twin Cedars up to a maximum of 3%.

Athletic Director

A. 15% of SCHEDULE B Base Salary + $1,100 for Summer AD
B. 1% for each 5 years as AD @ Twin Cedars up to a maximum of 3%.

Duration Period

This Agreement shall be effective as of July 1, 2022, and shall continue in effect until June 30, 2023.

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, all on the

Twin Cedars Education PETC

PETC

By _____
Its President

By _____
Its Chief Negotiator

Twin Cedars Board of Education

Board of Education

By _____
Its President

By _____
Its Chief Negotiator