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MEMORANDUM OF UNDERSTANDING
between
NORTH IOWA COMMUNITY SCHOOL DISTRICT
and
NORTH IOWA EDUCATION ASSOCIATION

North Iowa Community School District (hereinafter "the District") and North Iowa Education Association (hereinafter "the Association") enter into this Memorandum of Understanding.

WHEREAS, the District and the Association are parties to a collective bargaining agreement effective July 1, 2023 and continuing through June 30, 2026, the duration of which is specified in Article 4, Section 4.04 of the current collective bargaining agreement; and

WHEREAS, the District and Association desire to extend the duration of the current collective bargaining agreement an additional two years; and

WHEREAS, the collective bargaining agreement contains provisions addressing Base Wages (Article 3); and

WHEREAS, the District and Association desire to make a mid-contract adjustment to wages in the collective bargaining agreement.

Based upon the foregoing, the District and Association agree as follows:

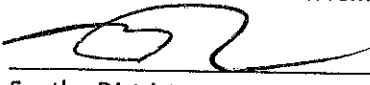
1. The District and Association agree to extend the current collective bargaining agreement for two additional years by replacing the language in Article 4, Section 4.04 to read:

4.04 – Duration Period: This Agreement shall be effective as of July 1, 2023 and shall continue in effect until June 30, 2028. However, this Agreement is subject to the base wage reopener specified above in Section 3.03.

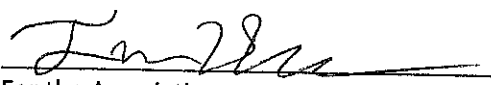
2. Effective July 1, 2025, the District and Association agree that the language in Article 3, Sections 3.01 and 3.02 shall be replaced by the following language that incorporates EXHIBITS A, B, and C, which are attached hereto:

The salaries of regular full-time employees are set forth in EXHIBIT A attached hereto for the 2025-2026 contract year, EXHIBIT B attached hereto for the 2026-2027 contract year, and EXHIBIT C attached hereto for the 2027-2028 contract. Step 0, Lane 1 is set at \$50,000. Step 12, Lane 1 is set at \$62,500. Teacher Salary Supplements will be distributed equally to all qualified members. The salaries of regular part-time employees shall be at a ratio proportionate to their part-time service.

3. The remaining Articles and Sections of the current collective bargaining agreement between the District and Association remain unchanged by this MOU.


For the District

2-14-25
Date


For the Association

2/13/25
Date