



Collective Bargaining Agreement

By and Between

Board of Directors of the

Vinton-Shellsburg Community School District

and the

Vinton-Shellsburg Education Association

Spring 2024

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PREAMBLE

This Collective Bargaining Agreement made and entered into this 3rd day of May, 2024, pursuant to the provisions of Chapter 20 of the Code of Iowa (1995), commonly known and referred to as The Public Employment Relations Act, by and between the Vinton-Shellsburg Community School District (hereinafter referred to as "District"), and the Vinton-Shellsburg Education Association (hereinafter referred to as "Association"), for and in consideration of the mutual covenants and agreements herein contained as follows:

Article 1. RECOGNITION

The Vinton-Shellsburg Community School District, hereinafter referred to as the "District," recognizes the Vinton-Shellsburg Education Association, hereinafter referred to as the "Association", as the exclusive collection bargaining representative for District employees included in the stipulated bargaining unit approved by the Public Employment Relations Board in case number 320 dated October 1, 1975, and as amended in case number 3076 dated January 9, 1986, to-wit:

Included: All full-time and regular part-time professional personnel, including, but not limited to, classroom teachers, librarians, guidance counselors, nurses, department heads and section leaders.

Excluded: Administrators, instructional services director, activity coordinator, teacher aides, teacher associates, and all other paraprofessionals who work with teachers as clerks or aides; custodians, bus drivers, bus mechanics and mechanics' helpers, summer driver education staff, secretaries, cooks and cooks' helpers, all those excluded by Section 4 of the Act.

Article 2. PUBLIC EMPLOYER RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority granted to or inhering in the administration of the school district by law are retained by the District. Provided that none of the clauses in this agreement in any way abrogate or diminish the above-mentioned rights and authority of the District, the District shall not exercise its rights so as to violate any of the specific provisions of this agreement.

Article 3. PUBLIC EMPLOYEE AND ASSOCIATION RIGHTS

1. Statutory Savings Clause: Nothing contained herein shall be construed to deny or restrict to any employee such rights as s/he may have under Iowa School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
2. Communications: The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such

- as teachers' lounges and workrooms, but not in areas open to the public or students. The Association may use the employee mailboxes for communications to employees
3. Access to Members: Duly authorized representatives of the Association and affiliates shall be permitted to transact official Association business with a teacher on school property at reasonable times when the teacher is not actively involved with students. Teachers may be permitted to leave the building at reasonable times and with permission of the principal, which permission shall not be unreasonably withheld.
 4. Board Agenda: The Association President shall be provided a copy of the Agenda for a Regular Board Meeting when it is made available to Board Members.
 5. Release Time
 - i Teachers may be dismissed once a month at 3:30 p.m. to attend Association meetings.
 - ii Whenever any representative of the Association or any employee is required to participate during normal school hours in negotiations or grievance proceedings, s/he shall suffer no loss in pay or other benefits.

Article 4. TEACHER CONTRACT YEAR

The teacher's regular contract year shall be 188 school workdays, which shall include days when pupils are in attendance, in-service days, and other contract days. Teachers new to the District shall have a total of 189 school workdays

Article 5. EMPLOYEE HOURS

Workday: The workday shall commence at 8:00 a.m. and end at 4:00 p.m., subject, however, to additional time which may be necessary for open house, parent-teacher meetings and conferences and other activities mutually agreed upon. The commencing and ending times of the workday may be altered by mutual agreement of the administration and the building teaching staff. Employees shall be permitted to leave at 3:45 p.m. on Friday. On days immediately preceding holidays and vacations or days when an employee must serve an extracurricular duty during the evening hours, employees may leave ten minutes following the dismissal of classes and buses. On days of announced late starts due to inclement weather, the workday shall begin 30 minutes before the announced beginning of school.

Article 6. WAGES AND SALARIES

1. Schedule: The salary of each employee shall be computed from the regular salary schedule as set forth in Schedule A, which is attached hereto for 2024-2025 and will be recalculated for the 2025-2026 year. All nurses with a BS degree will be paid 90% of the appropriate lane and step on the salary schedule. Nurses not holding a BS degree will be paid 80% of the appropriate lane and step.
2. 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. Experience. Incoming teachers shall be given up to ten (10) year's credit on the schedule for experience outside the Vinton-Shellsburg School System or exceeding at the discretion of the Superintendent. Credit for experience must have been received within the ten year period immediately prior to employment in the Vinton-Shellsburg School System. Unlimited credit may be given for experience within the Vinton-Shellsburg School System. Fractional years' experience will not be counted, except where a teacher has taught at least 135 days. Notwithstanding the above, in appropriate circumstances, the District in its discretion may grant additional credit on the salary schedule for experience in excess of ten years.

3. Advancement on Salary Schedule

1. Increments. Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in Vinton-Shellsburg School District for ninety (90) consecutive teaching days or more in one school year for 0.5 FTE or more.
2. Educational Lanes. Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, s/he shall file suitable evidence of additional educational credit with the Superintendent by September 15. All advancements to the MA lane will be required to be in content area of teaching assignment or administration for all teachers beginning masters after July 1, 2013; those who have at least $\frac{1}{2}$ of their masters approved and completed by July 1, 2013 will be grandfathered in.

4. Method of Payment

- 1 Pay Periods. The method of payment for the regular salary schedule shall be 26 payments on alternating Thursdays. Some years may have 27 payments based on the number of Thursdays. Employees shall receive their checks at their regular building and on regular school days, unless otherwise designated by the teacher.
- 2 Summer Checks. Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee or picked up at the Central Office.
- 3 Final Payment. Employees terminating employment with the district shall have the option of receiving the balance of accrued salary on the next pay period following the date of termination.
- 4 Direct Deposit. Employees may elect to have paychecks directly deposited to their financial institution

5. **Teacher Salary Supplement**

The parties agree that for fiscal year 2024-2025 (understanding that it may be necessary to use some carryover funds), the teacher quality compensation funds allocated by the State of Iowa shall be distributed as follows:

- 1) \$3,698 will be paid on an equal share per FTE.
- 2) \$2,326 will be paid on an indexed basis.
- 3) Supplement of teacher salary minimums
 - a. The minimum beginning salary for teachers shall be set at \$47,500.
 - b. The minimum salary for teachers with 12 or more years of teaching experience shall be set at \$60,000.
- 4) The School District shall be required to distribute only the funds actually received by the School District. In the event of a reduction or elimination of funding, then the distribution to the teachers pursuant to this Article shall be reduced or eliminated accordingly. Teacher salary supplement money allocated to the District will be paid out to teachers with an amount to be determined for the 2024-2025 year. If the District receives less TSS dollars, the amounts may need to be adjusted to align with actual revenues.

Article 7. FINALITY AND EFFECT OF AGREEMENT

1. This Agreement supersedes and cancels all previous agreements and practices between the School District and the Association or any employee unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

2. The School District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

3. Any individual contract between the District and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. Each individual employee contract when tendered to the employee shall be signed by the President of the

Board and shall incorporate by written reference the terms and provisions of this Agreement.

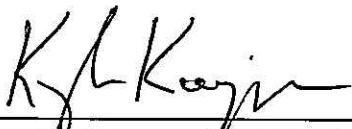
Article 8. COMPLIANCE CLAUSES AND DURATION

- 1 Separability: If any provision of this Agreement or any application of this Agreement is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, and the District and the Association shall enter into immediate negotiations to replace said provisions. All other provisions or applications shall continue in full force and effect.
- 2 Printing: Copies of this Agreement shall be printed at the expense of the District after agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now employed, hereafter employed, or considered for employment by the District, and the District shall provide the Association with thirty (30) additional copies if requested. The Agreement shall be made available on-line to all staff.
- 3 Notice: Whenever any notice is required to be given by the Association to the District, pursuant to the provisions of the Agreement, it shall be by letter to the Superintendent of Schools at his/her office. A required notice from the District to the Association, pursuant to the provisions of this Agreement, shall be by letter to the President of the Association at his or her home.
- 4 Duration: This agreement shall be in effect for a five-year period from July 1, 2024 through June 30, 2029.
- 5 Memorandums of Understanding: There are two MOU's in place. The first covers Induction Coaches with Grant Wood AEA (signed in August of 2014) and the second covers Instructional Coaches (signed in April of 2015).
- 6 Signature Clause

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, all on the 3rd day of May, 2024



Vinton-Shellsburg Education Association



Vinton-Shellsburg School District

**Vinton-Shellsburg Community School District
Teacher Contract Agreement
2024-2025 School Year**

This contract agreement is made and entered into on this 3rd day of May, 2024, by and between the Vinton-Shellsburg Community School District (hereinafter referred to as "the District") and the Vinton-Shellsburg Education Association (hereinafter referred to as "the Association").

1. Salary Schedule Adjustments

1.1. An additional \$700 will be added to the Base Wage on the salary schedule for the 2024-2025 school year.

1.2. The minimum beginning salary for teachers shall be set at \$47,500.

1.3. The minimum salary for teachers with 12 or more years of teaching experience shall be set at \$60,000.

1.4. For the 2025-2026 school year, the District will implement a flat rate increase for teachers.

2. Personal Days

2.1. Unused personal days may accumulate to no more than five (5) days.

2.2. Employees with fifteen (15) years of service to the District will receive one (1) additional personal day.

2.3. Employees with twenty-five (25) or more years of service to the District will receive two (2) additional personal days.

3. Supplementary Salary Schedule

3.1. The supplementary salary for the Middle School Head Coach will increase from 6% to 7%.

4. Personal Illness

4.1. Employees hired from another school district may bring an accumulation of up to fifty (50) sick days.

5. Pay Periods

5.1. All staff members will transition to bi-weekly pay periods.

6. Concurrent Enrollment Teaching Bonus

6.1. Teachers will receive a bonus of \$300 for each concurrent enrollment course taught.

7. Activity Pass

7.1. The District shall provide a free activity pass to immediate family members (living in the household) of employees.

8. Extra Duty Pay

8.1. Extra duty pay will be tiered based on responsibility as follows:

- \$30 for table workers per game
- \$60 for workers at track meets
- \$20 for workers who take tickets per game
- \$85 for table workers at full day events

9. Duration Clause

9.1. This contract shall commence on July 1, 2024, and shall expire on June 30, 2029. For the 2024-2025 school year, Article Wages will be reopened for negotiations, and all legal negotiated terms will be reopened in alternating years for the duration of the contract.

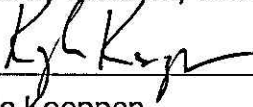
9.2. If the Iowa legislature revokes their current legislation of minimum salary requirements and additional Teacher Salary Supplement allocation, the contract shall revert to the 2023-2024 language and be renegotiated from that base.

IN WITNESS WHEREOF, the parties hereto have set their hands this 3rd of May, 2024.



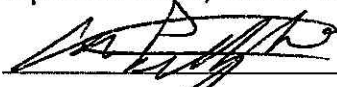
Tom Burke

Board President, Vinton-Shellsburg Community School District



Kyle Koeppen

Superintendent, Vinton-Shellsburg Community School District



Vinton-Shellsburg Education Association

\$34,176

	I		II		III		IV		V		VI	
0	\$34,176	1.00	\$35,201	1.03	\$36,227	1.06	\$38,277	1.12	\$39,644	1.16	\$41,011	1.20
1	\$35,543	1.04	\$36,568	1.07	\$37,594	1.10	\$39,644	1.16	\$41,011	1.20	\$42,378	1.24
2	\$36,910	1.08	\$37,935	1.11	\$38,961	1.14	\$41,011	1.20	\$42,378	1.24	\$43,745	1.28
3	\$38,277	1.12	\$39,302	1.15	\$40,328	1.18	\$42,378	1.24	\$43,745	1.28	\$45,112	1.32
4	\$39,644	1.16	\$40,669	1.19	\$41,695	1.22	\$43,745	1.28	\$45,112	1.32	\$46,479	1.36
5	\$41,011	1.20	\$42,036	1.23	\$43,062	1.26	\$45,112	1.32	\$46,479	1.36	\$47,846	1.40
6	\$42,378	1.24	\$43,404	1.27	\$44,429	1.30	\$46,479	1.36	\$47,846	1.40	\$49,213	1.44
7	\$43,745	1.28	\$44,771	1.31	\$45,796	1.34	\$47,846	1.40	\$49,213	1.44	\$50,922	1.49
8	\$45,112	1.32	\$46,138	1.35	\$47,163	1.38	\$49,213	1.44	\$50,922	1.49	\$52,631	1.54
9	\$46,479	1.36	\$47,505	1.39	\$48,872	1.43	\$50,922	1.49	\$52,631	1.54	\$54,340	1.59
10	\$47,846	1.40	\$49,213	1.44	\$50,580	1.48	\$52,631	1.54	\$54,340	1.59	\$56,049	1.64
11	\$48,872	1.43	\$50,239	1.47	\$52,289	1.53	\$54,340	1.59	\$56,049	1.64	\$57,757	1.69
12	\$49,897	1.46	\$51,264	1.50	\$53,315	1.56	\$56,049	1.64	\$57,757	1.69	\$59,466	1.74
13	\$49,897		\$52,289	1.53	\$54,340	1.59	\$57,757	1.69	\$59,466	1.74	\$61,175	1.79
14	\$49,897		\$52,289		\$54,340		\$59,466	1.74	\$61,175	1.79	\$62,884	1.84
15	\$49,897		\$52,289		\$54,340		\$60,492	1.77	\$62,200	1.82	\$63,909	1.87
16	\$49,897		\$52,289		\$54,340		\$61,517	1.80	\$63,226	1.85	\$64,934	1.90
17	\$49,897		\$52,289		\$54,340		\$62,542	1.83	\$64,251	1.88	\$65,960	1.93
18	\$50,247		\$52,639		\$54,690		\$62,892		\$64,601		\$66,310	
19	\$50,247		\$52,639		\$54,690		\$62,892		\$64,601		\$66,310	
20	\$50,247		\$52,639		\$54,690		\$62,892		\$64,601		\$66,310	
21	\$50,597		\$52,989		\$55,040		\$63,242		\$64,951		\$66,660	
22	\$50,597		\$52,989		\$55,040		\$63,242		\$64,951		\$66,660	
23	\$50,597		\$52,989		\$55,040		\$63,242		\$64,951		\$66,660	
24	\$50,597		\$52,989		\$55,040		\$63,242		\$64,951		\$66,660	
25	\$50,947		\$53,339		\$55,390		\$63,592		\$65,301		\$67,010	

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