

MASTER CONTRACT

between the

**SIOUX CENTER COMMUNITY
SCHOOL DISTRICT**

and the

SIOUX CENTER EDUCATION ASSOCIATION

2026-2027

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ARTICLE I: PREAMBLE

Whereas the Board of Directors of the Sioux Center Community School District, hereinafter referred to as the Board, and the Sioux Center Education Association, hereinafter referred to as the Association, recognize and declare that providing a quality education for the students of the Sioux Center Community School District is their mutual desire.

They therefore declare the attainment of this desire is a joint responsibility of the Board, the Association, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of the students, and the community at large.

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

ARTICLE II: IMPASSE PROCEDURES

The Impasse Procedures, as herein agreed to, are **consistent with those provided by Chapter 20, Sections 19, 20 and 22 of the Iowa Code.**

- A. Sec. 20. MEDIATION. In the absence of an impasse agreement between the parties or the failure of either party to utilize its procedures, one hundred twenty days prior to **May 31 of the year when the collective bargaining agreement is to become effective**, the board shall, upon the request of either party, appoint an impartial and disinterested person to serve as mediator. It shall be the function of the mediator to bring the parties together to effectuate a settlement of the dispute, but the mediator may not compel the parties to agree.
- B. FACT FINDING - DELETED
- C. Sec. 22. BINDING ARBITRATION.
1. If an impasse persists **ten (10) days after the effective date of the appointment of a mediator**, the parties may continue to negotiate or, the board shall have the power, upon request of either party, to arrange for arbitration, which shall be binding. The request for arbitration shall be in writing and a copy of the request shall be served upon the other party.
 2. Each party shall submit to the board within four days of request a final offer on the impasse items with proof of service of a copy upon the other party. Each party shall also submit a copy of a draft of the proposed collective bargaining agreement to the extent to which agreement has been reached and the name of its selected arbitrator. The parties may continue to negotiate all offers until an agreement is reached or a decision rendered by the panel of arbitrators. As an alternative procedure, the two parties may agree to submit the dispute to a single arbitrator. If the parties cannot agree on the arbitrator within four days, the selection shall be made pursuant to subsection five (5) of this section. The full costs of arbitration under this provision shall be shared equally by the parties to the dispute.
 3. The submission of the impasse items to the arbitrators shall be limited to those issues that had been considered by the **parties** and upon which the parties have not reached agreement. With respect to each such item, the arbitration board award shall be restricted to the final offers on each impasse item submitted by the parties to the arbitration board (or to the recommendation of the fact finder on each impasse item).
 4. The panel of arbitrators shall consist of three members appointed in the following manner:
 - a. One member shall be appointed by the public employer.
 - b. One member shall be appointed by the employee organization.
 - c. One member shall be appointed mutually by the members appointed by the public employer and the employee organization. The last member appointed shall be the chairman of the panel or arbitrators.No member appointed shall be an employee of the parties.

- d. The public employer and employee organization shall each pay the fees and expenses incurred by the arbitrator each selected. The fees and expenses of the chairman of the panel and all other costs of arbitration shall be shared equally.
5. If the third member has not been selected within four (4) days of notification as provided in subsection two (2) of this section, a list of three (3) arbitrators shall be submitted to the parties by the board. The two arbitrators selected by the public employer and the employee organization shall determine by lot which arbitrator shall remove the first name from the list submitted by the board. The arbitrator having the right to remove the first name shall do so within two (2) days and the second arbitrator shall have one (1) additional day to remove one (1) of the two (2) remaining names. The person whose name remains shall become the chairman of the panel of arbitrators and shall call a meeting within ten (10) days at a location designated by him.
6. If a vacancy should occur on the panel of arbitrators, the selection for replacement of such member shall be in the same manner and within the same time limits as the original member was chosen. No final selection under subsection nine (9) of this section shall be made by the board until the vacancy has been filled.
7. The panel of arbitrators shall at no time engage in an effort to mediate or otherwise settle the dispute in any manner other than that prescribed in this section.
8. From the time of appointment until such time as the panel of arbitrators makes its final determination, there shall be no discussion concerning recommendations for settlement of the dispute by the members of the panel of arbitrators with parties other than those who are direct parties to the dispute. The panel of arbitrators may conduct formal or informal hearings to discuss offers submitted by both parties.
9. The panel of arbitrators shall consider, in addition to any other relevant factors, the following factors:
 - a. Past collective bargaining contracts between the parties including the bargaining that led up to such contracts.
 - b. Comparison of wages, hours and conditions of employment of the involved public employees with those of other public employees doing comparable work, giving consideration to factors peculiar to the area and the classifications involved.
 - c. The interests and welfare of the public, the ability of the public employer to finance economic adjustments and the effect of such adjustments on the normal standard of services.
 - d. The power of the public employer to levy taxes and appropriate funds for the conduct of its operations.
10. The chairman of the panel of arbitrators may hold hearings and administer oaths, examine witnesses and documents, take testimony and receive evidence, issue subpoenas to compel the attendance of witnesses and the production of records, and delegate such powers to other members of the panel of arbitrators. The chairman of the panel of arbitrators may petition the district court at the seat of government or of the county in which any hearing is held to enforce the order of the chairman compelling the attendance of witnesses and the production of records.

11. A majority of the panel of arbitrators shall select within fifteen (15) days after its first meeting the most reasonable offer, in its judgment, of the final offers on each impasse item submitted by the parties, or the recommendations of the factfinder on each impasse item.
12. The selections by the panel of arbitrators and items agreed upon by the public employer and the employee organization shall be deemed to be collective bargaining agreement between the parties.
13. The determination of the panel of arbitrators shall be by majority vote and shall be final and binding subject to the provisions of section seventeen (17), subsection six (6) of this Act. The panel of arbitrators shall give written explanation for its selection and inform the parties of its decision.

ARTICLE III: DEFINITIONS

A. Board or Employer

The term "Board" or "Employer" as used in this agreement, shall mean the Board of Education of the Sioux Center Community School District or its duly authorized representative.

B. Employee

The term "employee" as used in this agreement, shall mean any employee or group of employees, where appropriate in the bargaining unit as defined and certified by the PERB, and that is represented by the Association.

C. Association

The term "Association" as used in this agreement shall mean the Sioux Center Education Association and its duly authorized representatives.

ARTICLE IV: PUBLIC EMPLOYER RIGHTS

The Board of Education of the Sioux Center Community School District, a public employer, shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and the right to:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign, and retain public employees in positions within the public agency.
3. Suspend or discharge public employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve public employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments, and personnel by which the public employer's operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the public employer.
8. Initiate, prepare, certify, and administer its budget.
9. Exercise all powers and duties granted to the public employer by law.

ARTICLE V: GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance is a claim by an employee, a group of employees, or the Association, that there has been a violation, misinterpretation, or misapplication of any provision of this agreement.

2. Aggrieved Person

An "aggrieved person" is the person or persons or the Association making the grievance.

B. Purpose

The purpose of this procedure is to secure settlement, at the lowest possible level, of disputes that arise concerning alleged violations of this agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

The failure of an employee to initiate level one on any alleged violation within fifteen (15) working days from the time of the occurrence of the alleged violation shall act as a bar to any written appeal at any step under these procedures.

2. Year End Grievance

In the event a grievance is filed at such time that the grievance cannot be processed through all the steps in this grievance procedure by the end of the school year, and, the grievance left unresolved until the beginning of the following school year could result in foreseeable harm to an aggrieved person, the time limits set forth herein will be reduced so that the grievance procedure will be completed before the end of the school year, or within thirty (30) days thereafter.

3. Level One - Principal or Immediate Supervisor (Informal)

An employee with a grievance shall first discuss the grievance with his/her principal or immediate supervisor with the objective of resolving the matter informally.

4. Level Two - Principal or Immediate Supervisor (Formal)

If the grievance cannot be resolved informally, the aggrieved employee may file the grievance in writing with the principal or immediate supervisor, and at a mutually agreeable time, discuss the matter. This written grievance shall state the approximate time, place and events leading to the grievance; the specific contract clause or clauses allegedly violated; the remedy or redress sought; and, the aggrieved employee's name, signature and the date signed. The filing of the formal written grievance at the second step must be within ten (10) working days from the date of the informal conference (Level One). The principal or immediate supervisor shall make a decision on the grievance and communicate the decision in writing to the employee and the Association within ten (10) working days after receipt of the grievance. Forms for filing a grievance shall be available at the principal's office of each school building, at the office of the superintendent, and from the Association.

5. Level Three - Superintendent

In the event a grievance has not been satisfactorily resolved at the second level, the aggrieved employee may file a copy of the grievance with the Superintendent or his/her designee within ten (10) working days of the principal's or immediate supervisor's written decision at level two. Within ten (10) working days after such written grievance is filed, the aggrieved employee, the employee's representative and the superintendent or his/her designee shall meet to resolve the grievance. The superintendent or his/her designee shall make a decision within ten (10) working days of the level three grievance meeting and communicate the decision in writing to the aggrieved employee, the principal, or immediate supervisor responsible at level two, and the Association.

6. Level Four - Arbitration

If the aggrieved person or the Association is not satisfied with the disposition of the grievance at level three (3), or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) working days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration. If the Association determines that the grievance is meritorious the Association shall notify the Board within five (5) working days that the Association may submit the grievance to arbitration. Within ten (10) workdays after written notice to the Board of submission to arbitration by the Association, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such commitment within the specified period, a written request for a list of arbitrators shall be made to the American Arbitration Association, jointly or by either party. The list shall consist of three arbitrators and 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 shall do so within three (3) workdays, and the other party shall have two (2) additional workdays to remove one of the two remaining names. The person whose name remains shall be the arbitrator. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than thirty (30) calendar days from the date of the close of the hearing or, if oral hearing have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the specific provisions of the Agreement. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Rights of The Employee to Representation

Every employee covered by this agreement shall have the right to present grievances in accord with these provisions. Any aggrieved person may be represented at all formal levels of the grievance procedure by the employee himself, and/or a representative of the Association. If any employee files any claim or grievance other than under the grievance procedure of this Agreement, then the Employer shall not be required to process the same claimed set of facts as a grievance through this grievance procedure.

E. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

ARTICLE VI: CONTRACT YEAR

- A. Employees of the bargaining unit agree to a contract year of 190 days. New employees will agree to a contract of 191 days.
- B. The regular contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving Day, New Year's Day, Christmas Day, and Memorial Day. If any of these holidays listed fall on a Saturday, the preceding Friday will be treated as the holiday, and if any of these listed holidays fall on a Sunday, the following Monday will be treated as a holiday. Extended contracts will include the Fourth of July if these fall within the scope of said extended contract.
- C. Extra-Curricular Contracts shall be issued and administered according to Iowa Code 279.19 A and B.
- D. In accordance with HF 816, each certified staff member will be required to attend additional district-wide Professional Development opportunities during the 2024-2025 and 2025-2026 school years should the district deem it worthwhile to teacher development, for the purpose of providing additional time for teacher career development that aligns with student learning and teacher development needs, including the integration of technology into curriculum development, in order to achieve attendance center and district-wide student achievement goals outlined in the district comprehensive school improvement plan. Each certified staff member will be compensated at his/her per diem rate for the additional Professional Development Day. The TLC Instructional Leadership, serving as the teacher quality Committee, will be responsible for designating the additional required district-wide Professional Development Day, if so determined, within the adopted school calendar.
- E. Remaining Compensation funds available under SF 277 will be used for the completion of building and individual professional development goals. The terms of a required district-wide additional professional development day, compensation of the Teacher Quality Committee, and any additional commitments of the district under SF 277 are conditioned upon receipt of such funds from the legislature. Should the legislature reduce, or fail to provide, the necessary funding, the affected professional development activities shall be prorated to the reduced funding or become null and void.

ARTICLE VII: WORK DAY

- A. All full-time employees covered by this Agreement shall work eight (8) hours per contract day including a lunch period, starting no later than 7:45 a.m. and departing no earlier than 3:30 p.m. Employees may leave for the day after the buses leave the school grounds on Fridays and the day before vacations. An employee may be excused for part of the workday upon approval by the Principal or Superintendent. All employees may leave the building without requesting permission during their scheduled duty-free lunch period.
- B. All teachers shall have a daily, uninterrupted, duty-free lunch period of at least twenty-five (25) minutes.
- C. Middle School and High School Preparation Time. Each employee shall have at least one (1) class period, or the equivalent in minutes, for preparation per day excluding homeroom.
TK-5 Preparation Time. Each employee shall have at least one (1) class period, or the equivalent in minutes, for preparation per day.
- D. No employee shall be required to remain in attendance at a faculty meeting more than one hour and twenty minutes beyond the normal pupil dismissal time the day of a faculty meeting.
- E. Employees shall continue to attend those meetings associated with their professional duties such as, but not limited to, parent nights, open houses, and class sponsorship activities. However, employees may not be assigned to other types of activities, such as ticket-taking and supervision at sporting events, more than five (5) times each school year. Compensation for those other types of activities shall be a complimentary pass to all school activities for the employee, his/her spouse, and children. One additional transferable complimentary pass would be given to all single teachers. This additional transferable complimentary pass is only valid when the individual using it is accompanied by the employee who earned it. If both spouses of a married couple are employees, only one of the spouses will be assigned to work at other types of activity events. Complimentary passes will be valid for all available seats at all school activities. These available seats would be at the disposal of the staff member upon opening the box office for each event.
- F. On occasion, it is necessary to have certified staff members give up their planning time to cover for another teacher. When this situation arises, certified staff members with a teaching contract will be paid \$25.00 per class period (hour) that he/she covers a classroom where teaching is necessary. If a building principal has made a good faith effort to secure coverage for a absent teacher and has failed to find coverage, building principals will be able to assign individuals to this duty.

ARTICLE VIII: SAFETY

The Employer shall endeavor to provide and to maintain a safe place of employment. All employees shall endeavor in the course of the performance of their duties associated with their employment to be alert to unsafe practices, equipment, or conditions, and to report any such unsafe practices, equipment, or conditions to their immediate supervisor.

ARTICLE IX: HEALTH PROVISIONS

A. Medication

No employee shall be required by the employer to dispense or administer medication.

ARTICLE X: SICK LEAVE

Sick leave defined: Sick leave shall mean leave of absence because of illness of the educator from natural causes or accident or the illness of the educator's spouse, parent, grandparent, grandchild, mother-in-law, father-in-law, sibling, or children.

A. Benefits

For the contract year, all employees shall be entitled to the following days of sick leave:

1st year of employment -----	10 days
2nd year of employment -----	12 days
3rd year of employment -----	12 days
4th and subsequent years of employment -----	15 days

The amounts shall apply only to consecutive years of employment in the Sioux Center Community Schools and unused portions shall be cumulative to a maximum of 105 days.

B. Extended Leave

An employee who is unable to work because of personal illness or disability or illness, disability, or death of a member of his/her immediate family, and who has exhausted all sick leave available may be granted a leave of absence without pay for the duration of such illness or disability, up to one (1) year then the leave may be renewed each year upon written request by the employee. The Board agrees to continue all fringe benefits provided for duration of the existing contract year.

C. Sick Leave Bank

Any employee may contribute up to five (5) sick leave days per year. Donations must be made by April 10th. Human Resources will notify all staff that donations are being accepted for the current year and explain the submission process. Human Resources will inform the Superintendent of the names of the individuals who contribute sick leave and the amount of sick leave that they will contribute. There will be a carryover of donated sick leave days from year to year. Donated sick leave days will not be returned to the donor. The maximum amount of available sick leave days will not exceed 200 days.

Donated sick leave days will be available to:

- (1) those who have used all their paid leave days including Emergency Leave Days as defined by Article XI part C
- (2) have not yet met the elimination period for long term disability insurance and suffer from a serious health condition as defined in the Family and Medical Leave Act, 29 Code of Federal Regulations 825.114.

Donated sick leaves days will not be available to an employee on a day-to-day basis, that is, donated sick leaves days will not be available for brief absences such as one, two, or three days. Special circumstances may arise from time to time. If this event occurs, the Superintendent and the Association President will make the determination to issue donated sick leave days based on the individual request.

Employees that have at least ninety (90) days of accumulated sick leave at the beginning of the school year will be considered first with regards to the donation of sick days to the bank. If the maximum of one

hundred (100) donated days is not achieved, donations will be accepted up to one hundred (100) days on the following sliding scale:

Days Accumulated Allowable Donation

70 Days Donate One (1) Day

80 Days Donate Three (3) Days

Request for use of donated sick leave days will be submitted to the Superintendent and the Association President on a form provided by Human Resources. The decision of whether to provide donated sick leave benefits to an employee and the number of donated sick leave days to allocate to the employee shall be made by mutual agreement of the Superintendent and the Association President.

D. Temporary (Maternity) Leaves

An employee who is pregnant shall inform her building principal, or immediate supervisor, in writing, of her expected date of childbirth, not later than the end of the fourth month of pregnancy. At that time, the employee shall also give notice in writing whether the employee plans to continue to perform her duties during the remaining period of pregnancy, and the date she expects to return to work following childbirth. Should the employee not plan to return to work after the time of her Temporary Disability (Maternity) Leave, she shall inform her principal in writing not later than the end of the fifth month of pregnancy. The period the employee's doctor certifies the employee is unable to work because of pregnancy, childbirth, or complications arising there from, constitutes the temporary disability leave. The employee will be provided sick leave benefits to the extent of the employee's accumulated earned sick leave. All leave for the birth, care, or adoption of a child shall be governed exclusively by the Family and Medical Leave Act (FMLA) and any other applicable laws. Under the FMLA, eligible employees are entitled to up to twelve (12) work weeks leave within a 12-month period. Except as modified herein, all policies, rules and regulations applicable to employees who are granted sick leave shall be applicable to employees who apply for Temporary Disability (Maternity) Leave.

ARTICLE XI: TEMPORARY LEAVES OF ABSENCE

A. Paid Leave

Employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year.

1. Personal Leave

At the beginning of every school year, each employee shall be credited with two (2) days to be used for the employee's personal business. Application for the use of this leave must be made to the principal five (5) workdays in advance of its use. Before this leave may be used it must be approved and signed by both the building principal and the superintendent. In cases of extreme emergency, the five (5) day approval period may be waived upon the agreement of the building principal and the superintendent. Personal leave is defined as leave for any personal reason of the employee. Personal leave for any given day is limited to 10% of the professional staff per building. An employee who has any remaining days at the end of the school year may carry up to two (2) days over to the next year. If a teacher does not use his/her personal leave during the year, he/she shall be paid current substitute pay per day for any unused days. Teachers new to the district must carry days over through the second year before a payout can occur. The maximum payout per year is two (2) days. The teacher must request reimbursement to the district's business manager by June 1 of the school year for reimbursement of any eligible days. The maximum personal days an employee may have in any given year is four (4).

2. Jury and Subpoena

Any employee called for jury duty during school hours should be provided such time without loss of pay and without losing credit on any form of leave. Any fees or remuneration the employee received above mileage or expenses shall be turned over to the Sioux Center Community School District.

3. Bereavement Leave for All Employees

Five (5) days of leave will be allowed, if necessary, for each death in the immediate family. Immediate family is defined herein as meaning husband, wife, child, mother, father, grandmother, grandfather, brother, or sister, mother-in-law, father-in-law, brother-in-law, or sister-in-law. In case of death of any other relative or close friend, one (1) day of absence shall be allowed without loss of pay or sick leave to attend the funeral, subject to the prior approval of the superintendent.

4. Association

Up to two (2) days each shall be available for two (2) representatives of the Association to attend conferences, conventions, or other activities of the local, state, and national affiliated organization. This shall be a paid leave. Notice shall be given to the employee's principal at least ten (10) working days in advance, except in cases of emergency.

B. Unpaid Leave

1. Public Leave

A leave of absence without pay not to exceed one (1) year may be granted to any employee, upon written application, for the purpose of serving in an elected state or national public office. Upon return

from such leave, an employee shall be placed at the same position of the salary schedule as when he/she was granted the leave of absence. Six (6) months' notice of return shall be given by the employee.

2. Educational Improvement

A leave of absence without pay of up to one (1) year may be granted to an employee, upon application, for the purpose of engaging in full time study at an accredited college or university related to the employee's professional responsibilities in the Sioux Center Community School District. Upon return from such leave, the employee shall be placed at the experience level as when the leave was granted.

C. State Sponsored Event Leave.

1. Employees should be credited extra day(s) to attend his/her child representing the district in IHSAA/IGHSAU sponsored state competition if personal days are exhausted and only on the day(s) of participation.

ARTICLE XII: EXTENDED LEAVES OF ABSENCE

A. Child Rearing Leave After Disability Leave

At the conclusion of temporary disability, a leave of absence, without pay shall be granted for any one case of pregnancy, if so requested by the employee, for a period not to exceed twelve (12) months from the end of the semester in which the temporary disability period ends. Upon certifying to the administration, the anticipated beginning date of the temporary disability because of pregnancy, the employee shall notify the administration in writing whether she intends to take a child rearing leave beyond the period of temporary disability.

B. Combination Prenatal, Temporary Disability, and Child Rearing Leave

In addition to temporary disability leave, an employee, at her option, shall be granted a leave of absence without pay, not to exceed twelve (12) months from the end of the semester in which the leave is commenced which may be at any time during the pregnancy.

1. At the time the employee requests her prenatal leave she shall notify the Superintendent in writing whether she intends to take the child rearing leave beyond the period of temporary leave.
2. In addition to the certification of pregnancy for prenatal leave and notice of child rearing leave, the employee shall promptly furnish in writing to the Superintendent the doctor's statement when he/she certifies her to be medically unable to work because of pregnancy or complications arising therefrom.

C. Upon return from approved leaves of absences, an employee shall be placed on salary schedule at an experience step that is advanced one (1) year from that stated on his/her last effective contract. They will not be given experience credit for the period of the approved leave. They will maintain the same other benefits as applicable to other similar employees at that time. The employee shall be returned to the same or a like position following an approved leave of absence.

ARTICLE XIII: WAGES AND SALARIES

The salary of each employee shall be the amount agreed upon between the association and the board of directors.

1. Adjustment to Salary Schedule

Each employee shall be placed on his/her proper salary as of the effective date of this Agreement and in accordance with Paragraph 2 below. Employees who work more than ninety-five (95) workdays in a contract year shall be given full credit for one (1) year of service toward the next increment tier the following year. Employees who work more than forty-eight (48) workdays but less than ninety-five (95) workdays in a contract year shall receive 1/2 year's credit. Employees who work less than forty-eight (48) workdays in a contract year receive no credit toward a tier.

2. Credit for Experience

Up to ten (10) year's credit on the employee salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment.

3. Returning to the District

Any employee with previous teaching experience in the Sioux Center Community School district shall upon returning to the system receive full credit for up to a total of ten (10) years credit for in-district service and acceptable outside experience.

A. Advancement on Salary Schedule

1. Educational Lanes

Employees who move from one educational lane to a higher educational lane shall receive an additional \$1,500 per educational lane or \$2,000 for obtaining a master's degree. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of previously approved, graduate educational credit, as detailed in Paragraph 2, no later than ten (10) days after the beginning of the current school year. Administration will communicate to all staff about any intent to change lanes for the following year by March 1. Staff will notify superintendent by March 10 of intentions to change lanes and course approval shall be completed by May 31. Non-graduate credit may be approved by the Superintendent if deemed beneficial to the school district. Credits placed on the schedule to advance an employee prior to the masters cannot be used as credits beyond the masters to advance the employee.

2. Additional Educational Credit

Courses carrying graduate credit and appropriately related to the employee's area of certification or courses required by the state for recertification will be approved for movement from educational lane to the next high educational lane. This may include courses in education and guidance; and courses in administration if leading toward a different position in the Sioux Center school system and with prior approval by the board. Advancement will be given after the procedure in Paragraph 1 has been followed. If a course does not meet the above conditions, the employee must receive approval from the Superintendent on a form provided by the board prior to enrollment in the course. Any course applying

to extra duties, as per Supplemental Pay Schedule B, will not count for movement from one lane to another, unless it applies to a Master's program in the employee's teaching area.

B. Method of Payment

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th of each month. During an employee's last year of employment, the employee may elect to receive pay in nine (9), ten (10) or eleven (11) equal installments. The employee shall notify the district of his/her intention to receive salary for nine (9), ten (10) or eleven (11) months no later than July 15 in the fiscal year such payment option is to be exercised.

2. Exceptions

When the pay date falls on a federal (banking) holiday or weekend, employees shall receive their paychecks on the last business day prior to the holiday or weekend.

3. Summer checks

Summer checks shall be electronically deposited into the employee's bank account.

C. Teacher Salary Supplement

1. The negotiated salary base shall be \$50,000.

2. The generator base shall be determined in the following manner:

a. Excess Phase I funds shall be applied to the salary base.

b. All Phase II funds shall be applied to the salary schedule base.

3. The salary base shall be decreased by an equal amount if the state diminishes or ceases payment of the Phase I or Phase II funds.

4. Phase I and II funds received from HF 499 are built into an employee's salary. If for some reason Phase I and/or II funds are reduced/increased, this salary may be changed to reflect that change.

D. Provisions for Reopening Negotiations

1. Should the state legislature allocate additional funds to the Sioux Center Community School District for the purpose of improving teacher compensation for the 2024-2025 and 2025-2026 school years, negotiations will reopen to negotiate the distribution of such funds.

E. Separation Compensation

1. Upon leaving the district an employee who served at least twenty years (20), the last ten (10) being consecutive, with the district will be compensated \$100 per year of service.

SIOUX CENTER COMMUNITY SCHOOL DISTRICT

2026-2027 BASE WAGES (Combined Salary - includes TSS Funds)

Years Completed	BA	BA10	BA20	BA30	MA	MA10	MA20
0	\$50,000	\$51,500	\$53,000	\$54,500	\$56,500	\$58,000	\$59,500
4	\$54,000	\$55,500	\$57,000	\$58,500	\$60,500	\$62,000	\$63,500
8	\$58,000	\$59,500	\$61,000	\$62,500	\$64,500	\$66,000	\$67,500
12	\$62,000	\$63,500	\$65,000	\$66,500	\$68,500	\$70,000	\$71,500

The 2026-2027 Salary includes the Teacher Salary Supplement money as provided by the State of Iowa. The district amount of FICA and IPERS will be paid out of the total money allocated. Salaries shall be decreased by an equal amount if the state diminishes or ceases payment of the Teacher Salary Supplement money, if allowed by law.

All first-year teachers will be included in the allocation formula for all teachers receiving teacher compensation funds.

The teacher salary supplement money as provided by the State of Iowa will not be included in calculating Schedule "B" Supplemental Salary Schedule. The negotiated base for Schedule "B" Supplemental Salary Schedule is \$37,602.

Actual contract amounts for individual teachers will be calculated based upon the 2026-2027 school year Full Time Equivalent (FTE).

Future negotiations will be based on the prior year's negotiated salary base.

Employees covered by this agreement shall be paid in the following manner, twelve (12) equal payments beginning September 18, 2026 respectively.

ARTICLE XIV: MISCELLANEOUS

A. Separability

If any provisions of this Agreement or any application of this Agreement is held to be contrary to law, then that article, section, or clause shall be deleted from this agreement to the extent that it violates the law.

The remaining articles, sections, and clauses shall continue in full force and effect.

B. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by written notice at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, to Board at the Office of the Superintendent.
2. If by Board, to Association to the Association's President.

C. Information

The Board agrees to provide the Association in response to specific requests available district public financial information including annual reports. The Board further agrees to furnish blank copies of all forms required by state agencies, for example, the State Department of Public Instruction and the State Comptroller.

ARTICLE XV: FINALITY AND EFFECT OF AGREEMENT

This Agreement supersedes and cancels all previous collective bargaining agreements between the Employer and the Association, unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

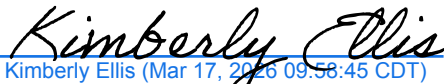
ARTICLE XVI: DURATION

This agreement shall remain in full force and effect from August 11, 2026, and shall continue in effect until midnight on August 10, 2027, with the intention of reopening base salary negotiations, and other items that either party may want to discuss each year.

For the school year 2027-2028, the parties agree that Article XVIII, Wages and Salaries, shall be reopened and further agree that either party may propose one other article for negotiations. Both parties agree that the first negotiation session for the 2027-2028 contract year shall be no later than December 5, 2026.

LABOR MANAGEMENT COMMITTEE

The Association and the District agree to the formation of a Labor Management Committee and a Labor Management Handbook. Any articles in the Labor Management Handbook could be discussed by mutual agreement of both parties in the scope of bargaining. If either party disagrees to discuss these items in the scope of bargaining, then the articles would have to be brought to the Labor Management Committee and discussed before any board decision could be made.



Kimberly Ellis (Mar 17, 2026 09:58:45 CDT)

Association President



Tim gesink (Mar 23, 2026 16:16:50 CDT)

School Board President



Chad Van Kley (Mar 17, 2026 09:38:01 CDT)

Association Chief Negotiator



Gary McEldowney (Mar 17, 2026 10:09:10 CDT)

Superintendent

Memorandum of Understanding

The Sioux Center Community School District and the Sioux Center Education Association have reached agreement to the items listed below in regard to the Master Contract articles that will be affected by the implementation of the local TLC program. This memorandum of understanding (MOU) shall be in effect for the 2020-2021 school year and shall be reviewed and/or amended on an annual basis thereafter.

For the purposes of implementing the Teacher Leadership and Compensation System, the following articles will be impacted: ARTICLE VII: CONTRACT YEAR; ARTICLE XVIII: WAGES AND SALARIES. As a result, the following language is proposed to address each area.

ARTICLE VII: CONTRACT YEAR

1. Contract Year

- a. Employees of the bargaining unit agree to a contract year of 190 days. New employees will agree to a contract of 191 days.
- b. The regular contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving Day, New Year's Day, Christmas Day, and Memorial Day. If any of these holidays listed fall on a Saturday, the preceding Friday will be treated as the holiday, and if any of these holidays listed fall on a Sunday, the following Monday will be treated as a holiday. Extended contracts will include the Fourth of July if these fall within the scope of said extended contract.
- c. Teacher Instructional leaders (coaches) will have a supplemental contract of fifteen days for a total of two hundred five (205) days, Model Teacher (Curriculum Development) will have a supplemental contract of five (5) days for a total of one hundred ninety-five (195) days.
- d. The regular contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving Day, New Year's Day, Christmas Day, and Memorial Day. If any of these holidays listed fall on a Saturday, the preceding Friday will be treated as the holiday, and if any of these holidays listed fall on a Sunday, the following Monday will be treated as a holiday. Extended contracts will include the Fourth of July if these fall within the scope of said extended contract.
- e. Extra-Curricular Contracts shall be issued and administered according to Iowa Code 279.19 A and B.

ARTICLE XVIII: WAGES AND SALARIES

The salary of each employee shall be the amount agreed upon between the association and the board of directors.

1. Adjustment to Salary Schedule

Each employee shall be placed on his/her proper salary as of the effective date of this Agreement and in accordance with Paragraph 2 below. Employees who work more than ninety-five (95) workdays in a contract year shall be given full credit for one (1) year of service toward the next increment tier the following year. Employees who work more than forty-eight (48) workdays but less than ninety-five (95) workdays in a contract year shall receive 1/2 year's credit. Employees who work less than forty-eight (48) workdays in a contract year receive no credit toward a tier.

2. Credit for Experience

Up to ten (10) year's credit on the employee salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment.

3. Returning to the District

Any employee with previous teaching experience in the Sioux Center Community School district shall upon returning to the system receive full credit for up to a total of ten (10) years credit for in-district service and acceptable outside experience.

- A. Advancement on Salary Schedule

1. Educational Lanes

Employees who move from one educational lane to a higher educational lane shall receive an additional \$1,500 per educational lane or \$2,000 for obtaining a master's degree. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of previously approved, graduate educational credit, as detailed in Paragraph 2, no later than ten (10) days after the beginning of the current school year. Administration will communicate to all staff about any intent to change lanes for the following year by March 1. Staff will notify superintendent by March 10 of intentions to change lanes and course approval shall be completed by May 31. Non-graduate credit may be approved by the Superintendent if deemed beneficial to the school district. Credits placed on the schedule to advance an employee prior to the master's cannot be used as credits beyond the master's to advance the employee.

2. Additional Educational Credit

Courses carrying graduate credit and appropriately related to the employee's area of certification or courses required by the state for recertification will be approved for movement from educational lane to the next high educational lane. This may include courses in education and guidance; and courses in administration if leading toward a different position in the Sioux Center school system and with prior approval by the board. Advancement will be given after the procedure in Paragraph 1 has been followed. If a course does not meet the above conditions, the employee must receive approval from the Superintendent on a form provided by the board prior to enrollment in the course. Any course applying to extra duties, as per Supplemental Pay Schedule B, will not count for movement from one lane to another, unless it applies to a master's program in the employee's teaching area.

B. Method of Payment

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th of each month. During an employee's last year of employment, the employee may elect to receive pay in nine (9), ten (10) or eleven (11) equal installments. The employee shall notify the district of his/her intention to receive salary for nine (9), ten (10) or eleven (11) months no later than July 15 in the fiscal year such payment option is to be exercised.

2. Exceptions

When the pay date falls on a federal (banking) holiday or weekend, employees shall receive their paychecks on the last business day prior to the holiday or weekend.

3. Summer checks

Summer checks shall be electronically deposited into the employee's bank account.

C. Teacher Salary Supplement

1. The negotiated salary base shall be \$50,000.

2. The generator base shall be determined in the following manner:

- a. Excess Phase I funds shall be applied to the salary base.
- b. All Phase II funds shall be applied to the salary schedule base.

3. The salary base shall be decreased by an equal amount if the state diminishes or ceases payment of the Phase I or Phase II funds.

4. Phase I and II funds received from HF 499 are built into an employee's salary. If for some reason Phase I and/or II funds are reduced/increased, this salary may be changed to reflect that change.

D. Provisions for Reopening Negotiations

1. Should the state legislature allocate additional funds to the Sioux Center Community School District for the purpose of improving teacher compensation for the 2026-2027 school years, negotiations will reopen to negotiate the distribution of such funds.

E. Separation Compensation

1. Upon leaving the district an employee who served at least twenty years (20), the last ten (10) being consecutive, with the district will be compensated \$100 per year of service.