

TENTATIVE AGREEMENT BETWEEN

**COUNCIL BLUFFS
COMMUNITY SCHOOL DISTRICT
&
COUNCIL BLUFFS
EDUCATION ASSOCIATION**

**For the Contract Years:
July 1, 2026 through June 30, 2029**

This Agreement is between the COUNCIL BLUFFS COMMUNITY SCHOOL DISTRICT (the "District") and the COUNCIL BLUFFS EDUCATION ASSOCIATION, affiliated with the Iowa State Education Association and the National Education Association (the "Association").

ARTICLE 1 RECOGNITION AND DEFINITIONS

Section 1.1 Bargaining Unit Defined

The District recognizes the Association as the certified exclusive and sole bargaining representative on behalf of and for all personnel set forth in the certification issued by the Iowa Public Employment Relations District on July 18, 1975, in Case No. 86. The unit described in said certification is as follows:

INCLUDED:

All full-time and regular part-time professional employees hired and assigned by the District including, but not limited to, the following job titles:

- PK-12 General Education Teachers
- K-5 Specials Teachers (Music, Physical Education, Art)
- 6-12 Elective Teachers
- PK-12 Special Education Teachers
- PK-12 Counselors
- PK-12 English Language Teachers
- K-12 Teacher Librarians
- PK-12 TLC Teachers
- Certified School Nurses

EXCLUDED:

All classified personnel, Directors, Supervisors, Coordinators, Administrative Assistants, Consultants, and all those excluded by Chapter 20, Section 4 (2) of the 1975 Code of Iowa.

Section 1.2 Definitions

As used in this Agreement:

(a) The terms "District" and "employer" shall mean the District of Education of the Council Bluffs Community School District or its duly authorized representatives.

(b) The term "employee" shall mean all the employees included in the bargaining unit set forth in Section 1.1 above.

(c) The term "Association" shall mean the Council Bluffs Education Association or its duly authorized representatives or agents.

Section 1.3 Notification

If a new job classification for a professional employee is created, the District shall notify the Association solely to permit the Association to determine whether it desires to represent said classification. The act of notification by the District shall not be construed as an admission that the Association has a valid representational claim for the new classification. Such notification will ordinarily be made through delivery of the District agenda to the Association.

ARTICLE 2 DISTRICT RIGHTS

Section 2.1 Enumeration of District Rights

Except as limited by the specific and express terms of this Agreement, the District retains the right and the responsibility for the proper management of the District in all of its various aspects, including but not limited to the responsibility for and the right:

- (a) To maintain executive management and administrative control of the District and its properties and facilities;
- (b) To direct, supervise, transfer, and place members of the bargaining unit and to determine whether members of the bargaining unit should be placed in contractual continued services in accordance with applicable law;
- (c) To establish, modify, or eliminate courses of instruction, special programs, athletic, recreational and social events, all as deemed necessary or advisable by the District;
- (d) To establish rules and regulations and to revise, modify or delete rules and regulations from time to time;
- (e) To determine class schedules, non-classroom assignments, the hours of instruction, and the duties, responsibilities, and assignment of those in the bargaining unit.

Section 2.2 Exercise of District Rights

It is recognized that the District normally exercises most of its responsibilities and rights through the Superintendent and/or other members of the administrative staff. The exercise of the foregoing rights and responsibilities shall not be in conflict with the specific and express terms of this Agreement.

ARTICLE 3 ASSOCIATION-DISTRICT RELATIONS

Section 3.1 Use of Rooms for Association Meetings

The Association may, by pre-arrangement with the building principal, use a multi-purpose room or other suitable room for Association meetings. Such meetings shall be held at reasonable hours and limited to such times as do not conflict with the use of the room for school purposes. If special custodial service is required by the Association, the Association shall reimburse the District for such service.

Section 3.2 Labor Management Committee

(a) The District and Association agree that circumstances may periodically arise when it is beneficial for both parties to meet and discuss those circumstances. In these instances, the District and Association shall meet and work collaboratively as a Labor Management Committee (LMC). The number of members shall be three for the District and three for the Association. Each party will retain the right to choose its members. The frequency and subject matter of the meetings will be mutually agreed by both parties. Depending on the subject matter to be discussed members may vary. All meetings shall operate using the agreed upon norms, ground rules and operating procedures. The committee shall review and agree upon its purpose, norms, ground rules and operating procedures annually.

(b) The District and Association agree that the LMC shall provide feedback on any proposed changes for the Employee Handbook.

ARTICLE 4 SENIORITY

Section 4.1 Definition of Seniority

(a) Seniority, for purposes of this Agreement, shall be based on continuous employment as an employee covered by this Agreement. If two or more employees have the same number of years of continuous employment with the District, the employee who signed his/her initial contract of employment shall be considered the most senior. If two or more employees signed their initial contracts on the same date, ranking of those employees shall be determined by drawing lots.

(b) All continuous years of employment through June 30, 1983, will be recognized as full years of seniority.

(c) Effective July 1, 1983, seniority will be determined on a full-time basis or on a prorated basis for part-time employees.

(d) Leave of absences and work that equals less than fifty percent (50%) of contract year will be subtracted from years of seniority.

Section 4.2 Seniority List

(a) Before November 1 of each school year the District shall provide the Association with a seniority list for all regular bargaining unit employees. Any objections to the seniority list must be filed as a grievance by an employee alleging his/her improper ranking (or seniority date) on that list before December 1 of the year in which the Association received the list or the list shall stand approved as provided, and the correctness of the information contained therein shall not be subject at any time to subsequent challenge by an employee or the Association.

(b) The seniority list will include: the employee's seniority date, the number of years of seniority, and the teaching area to which the employee is assigned.

ARTICLE 5 SALARIES

Section 5.1 Salary Schedule or Range

(a) The Parties agree to:

- A salary increase of 3% to all current staff members 25-26 salary for the 2026-2027 master contract, equating to \$1,416,293.25 without FICA/IPERS and \$1,658,337.77 including FICA/IPERS.

(b) All bargaining unit employees shall be paid according to the range attached hereto as Appendix A. Extra-curricular salaries will be paid according to the attached Appendix B. Salary placement is subject to official transcript review and/or verification.

Section 5.2 Horizontal Salary Increments On Salary Schedule

(a) If prior to the second week in September of the fall term an employee covered by this Agreement submits documentation of successfully completed graduate hours that adhere to Article 5.2d(1) and Article 5.2.d(2), sufficient for a horizontal increment, said employee shall receive the horizontal increment at the start of said fall term.

(b) Such graduate hours must be approved in advance by the Superintendent or his/her designee, provided that such approval shall not be arbitrarily or capriciously withheld,

(c) Such approval will not be granted after May 30 if an employee has not filed a Salary Intent Form with the Human Resources Office.

(d) Courses acceptable for horizontal increments will be approved on the following basis:

- For teachers with bachelor's degrees, graduate courses that are part of a matriculated and accredited* graduate program (e.g. master's degree) shall apply toward horizontal increment movement. All courses must be approved prior to final registration for the courses via the course approval form.
- For teachers with master's degrees, there are three pathways, that may be used in combination, for horizontal movement:
 1. Graduate courses that are part of a matriculated and accredited* graduate program (e.g. doctoral degree, a second master's degree) shall apply toward horizontal increment movement.
 2. Graduate courses, from an accredited* university, that apply toward earning an Iowa Board Of Educational Examiners (BoEE) endorsement shall apply toward horizontal increment movement.
 3. Non-Program Courses: Up to 15 credit hours related to the profession, from an accredited* university, shall apply toward horizontal increment movement.

All courses must be approved prior to final registration for the courses via the course approval form. *Accreditation = Accredited by the following commissions: Higher Learning Commission, Middle States Commission on Higher Education, WASC Senior College and University Commission, Northwest Commission on Colleges and Universities, New England Commission of Higher Education (3) Only hours earned after the date of the highest degree was conferred shall be accepted for lane movement.

ARTICLE 6 GENERAL PROVISIONS

Section 6.1 Personnel File

(a) Upon written request, employees shall be permitted to examine their own personnel file (excluding credentials) in the office.

(b) Employees shall have the right to respond to the materials contained in their personnel files (excluding credentials) and such employee responses shall become part of their files.

(c) Employees shall have the right to reproduce the contents of their personnel files (excluding credentials) in the office at the rate of fifteen (15) cents per page.

(d) Copies of any written complaints about a bargaining unit employee will be given to the employee within ten (10) days after the complaint is placed in the file.

Section 6.2 Employee Work Hours

The District shall include employee work hours in the Employee Handbook.

Section 6.3 Supplemental Classroom Supplies

(a) Each school's building budget will contain an allocation for supplemental classroom supplies each school year. Each building administrator will determine the total amount based on the building's needs.

(b) Building principals will work with a school-level team to determine the allocation process for supplemental supplies.

(c) Each school's *Building Level Handbook* will contain the year's allocation and the process for accessing funds.

ARTICLE 7 PLANNING/PREPARATION TIME

Section 7.1 Duration

(a) K-5 classroom teachers will have a scheduled, forty-five (45) minute preparation period Tuesday through Friday and a scheduled, thirty (30) minute preparation period on Mondays free of students and regular administrative/District called meetings.

(b) K-5 Specials Teachers will have scheduled at least 210 minutes of preparation time each week free of students and regular administrative/District meetings.

(c) Preschool teachers will have one scheduled preparation time per month. Scheduled times will occur during the months that contain non-student days, in the afternoon for four (4) hours following professional development sessions. Scheduled times for all other months will occur from 2:30-4:00 pm in lieu of building-level professional development.

(d) All teachers at the secondary level (6-12) will have one (1), daily scheduled class period of protected planning time free of students and regular administrative/District called meetings.

ARTICLE 8 PROFESSIONAL DEVELOPMENT TIME

(a) Building Leadership Teams will be established or adapted to collaborate with building administration to:

- Provide feedback on the *Building Level Handbook*.
- Develop a yearlong, fluid plan for professional learning aligned to the School Improvement Plan, building data, and staff surveys that is aligned to District goals and differentiated to maximize staff learning and implementation.

(b) Teachers are required to participate in up to one hundred twenty (120) minutes of regular weekly professional development each five-day work week and up to sixty (60) minutes on four-day work weeks, with the exception of weeks containing days designated as Teacher Work Days/Staff Development (see 8c).

- Up to ninety (90) minutes of professional development is designated for Monday Professional Development, and may include Collaborative Team time.
- Up to thirty (30) minutes of professional development is designated for one (1) Collaborative Team time outside of Monday afternoons.
- If sixty (60) minutes are designated by the Building leadership team for Collaborative Team time outside of Monday Professional Development time, then 30 minutes of Teacher-Directed time can be used on Monday afternoons, resulting in up to sixty (60) minutes of professional development on Monday afternoons.

(c) Teacher-Directed Time

- Teacher-directed time includes, but is not limited to: the implementation of IPDPs, collaboration time with specialists, grading, parent communication, individual work time, etc.
- Days designated as Teacher Work Days/Staff Development, will include a minimum of three teacher-directed hours. Days are designated as follows: Days are designated as follows: August 19, 20, 21 and January 4.

APPENDIX B

26-27 Extra-Curricular			
HS Ex Curric	0-5 Years	6-10 Years	11+ Years
Baseball	\$6,305	\$6,715	\$7,124
Assistant Baseball	\$3,931	\$4,340	\$4,749
Basketball (B&G)	\$8,311	\$8,721	\$9,130
Assistant Basketball	\$4,708	\$5,118	\$5,527
Bowling (B&G)	\$3,603	\$4,012	\$4,422
Assistant Bowling (B&G)	\$2,252	\$2,661	\$3,071
Cheer	\$4,708	\$5,118	\$5,527
Assistant Cheer	\$2,579	\$2,989	\$3,398
Class Sponsors*	\$1,228	\$1,638	\$2,047
Cross Country (B&G)	\$4,012	\$4,422	\$4,831
Dance Team	\$4,708	\$5,118	\$5,527
Assistant Dance Team	\$2,579	\$2,989	\$3,398
Debate*	\$4,094	\$4,504	\$4,913
Football	\$8,352	\$8,762	\$9,171
Assistant Football	\$4,708	\$5,118	\$5,527
Golf (B&G)	\$3,603	\$4,012	\$4,422
Intramurals (HS: per season)*	\$1,105	\$1,515	\$1,924
Mock Trial*	\$4,094	\$4,504	\$4,913
National Honor Society (NHS)	\$2,538	\$2,948	\$3,357
Quiz Bowl*	\$2,538	\$2,948	\$3,357

Robotics	\$2,538	\$2,948	\$3,357
ROTC Drill	\$3,275	\$3,685	\$4,094
Speech*	\$4,094	\$4,504	\$4,913
Softball	\$6,182	\$6,592	\$7,001
Assistant Softball	\$3,808	\$4,217	\$4,627
Soccer (B&G)	\$6,060	\$6,469	\$6,878
Assistant Soccer	\$3,480	\$3,890	\$4,299
Special Olympics	\$8,352	\$8,762	\$9,171
Student Council*	\$2,661	\$3,071	\$3,480
Strength & Conditioning	\$8,352	\$8,762	\$9,171
Swimming (B&G)	\$6,346	\$6,756	\$7,165
Assistant Swimming	\$3,808	\$4,217	\$4,627
Tennis (B&G)	\$3,849	\$4,258	\$4,668
Assistant Tennis	\$2,047	\$2,457	\$2,866
Track (B&G)	\$6,060	\$6,469	\$6,878
Assistant Track	\$3,726	\$4,135	\$4,545
Volleyball	\$8,066	\$8,475	\$8,885
Assistant Volleyball	\$4,053	\$4,463	\$4,872
Weight Training	\$2,907	\$3,112	\$3,316
Wrestling Coordinator (B&G)	\$10,469	\$11,000	\$11,518
Wrestling (B or G)	\$8,066	\$8,475	\$8,885
Assistant Wrestling Coordinator (B&G)	\$5,620	\$6,138	\$6,996

Assistant Wrestling (B or G)	\$4,340	\$4,749	\$5,159
Band*	\$8,066	\$8,475	\$8,885
Band Assistant*	\$4,053	\$4,463	\$4,872
Color Guard Coordinator*	\$2,620	\$3,030	\$3,439
DECA*	\$4,094	\$4,504	\$4,913
Drama*	\$8,066	\$8,475	\$8,885
eSports*	\$6,960	\$7,370	\$7,779
Family, Career and Community Leaders of America (FCCLA)*	\$4,094	\$4,504	\$4,913
HOSA-Future Health Professionals*	\$4,094	\$4,504	\$4,913
Media Communications Advisory*	\$3,767	\$4,135	\$4,545
Newspaper*	\$3,849	\$4,258	\$4,668
Orchestra*	\$4,217	\$4,627	\$5,036
Skills USA*	\$4,094	\$4,504	\$4,913
Technology Student Association (TSA)*	\$4,094	\$4,504	\$4,913
Vocal Music*	\$8,066	\$8,475	\$8,885
Yearbook*	\$5,036	\$5,445	\$5,855
MOC Co-op Coordinator	\$2,575	\$2,575	\$2,575
MS Activity Director	\$6,141	\$6,960	\$7,779
MS Basketball (B&G)	\$2,579	\$2,989	\$3,398

MS Assistant Basketball	\$2,088	\$2,498	\$2,907
MSCross Country (B&G)	\$2,620	\$3,030	\$3,439
MS Assistant Cross Country	\$2,170	\$2,579	\$2,989
MS Drama*	\$1,105	\$1,515	\$1,924
MS Intramurals (MS: per season)*	\$1,105	\$1,515	\$1,924
MS Football	\$2,866	\$3,275	\$3,685
MS Assistant Football	\$2,334	\$2,743	\$3,153
MS Track (B&G)	\$2,620	\$3,030	\$3,439
MS Assistant Track	\$2,169.98	\$2,579	\$2,989
MS Volleyball	\$2,416	\$2,825	\$3,234
MS Assistant Volleyball	\$2,129	\$2,538	\$2,948
MS Wrestling	\$2,457	\$2,866	\$3,275
MS Assistant Wrestling	\$2,129	\$2,538	\$2,948
MS Band*	\$2,498	\$2,907	\$3,316
MS Orchestra*	\$2,416	\$2,825	\$3,234
MS Vocal Music*	\$2,416	\$2,825	\$3,234
MS Yearbook/Newspaper*	\$1,105	\$1,515	\$1,924

ARTICLE 9 SAFETY PROCESSES

(a) Each school's *Building Level Handbook* will detail its unique first-responder, referral and follow-up-communication processes.

(b) The District shall reimburse employees for the reasonable cost of any clothing, eyeglasses, dentures, or personal property damaged or destroyed while the employee is acting in discharge of their duties within the scope of their employment. Accidents caused by the employee, (i.e. dropping, stepping on, sitting on, misplacing, etc...) shall not be included in this reimbursement.

(c) When employees are required to perform home visits, they can request to bring a colleague or supervisor if they have concerns about the safety of a home visit site. If there is no colleague or supervisor to team with the employee, the employee may, with supervisor approval, request a visit within the community (i.e. public library), or at the school.

ARTICLE 10 TERM OF AGREEMENT

Section 9.1 Duration

This Agreement shall be effective on the 1st day of July 2026 and shall continue in force and effect until the 30th day of June 2029. Salaries and other agreed-upon areas shall be open to negotiate base wages for the 2027-28 Master Contract and all following contract years.

Section 9.2 Re-opening

Between December 15, 2026 and January 15, 2027, the Association may notify the District in writing of its desire to reopen the Agreement. Upon such notice being given the duly authorized representatives designated by the parties shall meet for the purpose of negotiating in good faith the articles, sections and appendices listed above.



CBEA Chief Negotiating Officer



District Chief Negotiating Officer



CBEA President



District Board President

APPENDIX A

2026-2027 CBEA Salary Range Min/Max

	BA	BA +10	BA+20	MA	MA+15	MA+30
Combined Minimum	\$50,012.00	\$51,012.00	\$52,012.00	\$53,012.00	\$54,012.00	\$55,012.00
Combined Maximum	\$67,658.00	\$71,130.00	\$78,137.00	\$87,840.00	\$92,807.00	\$98,035.00

26-27 Longevity	
Years	Amount
20	\$1,700
21	\$1,830
22	\$1,960
23	\$2,090
24	\$2,200
25	\$2,350
26	\$2,480
27	\$2,610
28	\$2,740
29	\$2,870
30	\$3,000