

MASTER AGREEMENT
BETWEEN
THE EDDYVILLE-BLAKESBURG-
FREMONT COMMUNITY SCHOOL
DISTRICT
AND
THE EDDYVILLE-BLAKESBURG-
FREMONT EDUCATION ASSOCIATION

2026-2027

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ARTICLE I
WAGES AND SALARIES

Wages and salaries for individual contracts for the 2026-2027 school year will be governed by the salary schedule "Exhibit A" with Teacher Salary Supplement funds dispersed to meet minimum salary requirements of HF2612 and each teacher receiving a minimum salary increase of \$1,475.00. Supplemental contracts will be based on the Supplemental Schedule "Exhibit B & C"

ARTICLE II
RELEASE FROM CONTRACT

Employees may submit a written request for release from their contract to the Superintendent for Board approval. The following terms shall apply if the Board of Education honors a request for release from contract:

Prior to June-----	No replacement cost
June 1st to June 15th-----	Up to two hundred dollars (\$200) replacement cost
June 16th to June 30th-----	Up to four hundred dollars (\$400) replacement cost
July 1st-----	Up to six hundred dollars (\$600) replacement cost

The employee may appeal and the Board may waive the replacement cost on any contract release whenever the conditions of waiver are agreeable to both parties.

ARTICLE III
GRIEVANCE PROCEDURE

Section I

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

Section II

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.

The failure of an employee (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

It is agreed that any investigation or other handling or processing of any grievance by the grievance by the grieving employees shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff.

Section III

First Step: An attempt shall be made to resolve any grievance in an informal, verbal discussion between the complainant and his/her principal.

Second Step: If the grievance cannot be resolved informally, the aggrieved employee, group of employees, or Association shall file the grievance in writing, and at a mutually agreeable time discuss the matter with the principal. The written grievance shall state the nature of the grievance and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) school days from the date of the occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee, group of employees, or Association and the Superintendent within ten (10) school days after receipt of the grievance.

Third Step: In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee, group of employees, or Association shall file, within five (5) school days, a copy of the principal's written decision at the second step, with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the employee and the principal.

Fourth Step: If the grievance is not resolved satisfactorily at step three, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet with five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration.

The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within thirty (30) days from receipt of the step three answer to enter into such arbitration. The arbitration proceeds shall be conducted by an arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the Public Employment Relations Board will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator.

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the school district and Association based solely and only upon his/her interpretation of meaning or application of the express relevant language of the agreement.

The arbitrator's decision shall be final and binding upon both parties.

**ARTICLE IV
PAYROLL**

Payroll Procedure

Contract salaries will be distributed on a semi-monthly payment schedule over a twelve (12) month period. Pay dates will be the 5th and 20th of each month. If the pay date falls on a weekend it will be paid the Friday before the weekend. Committee work will be paid at \$30.00 per hour when the committee meets outside the regular school day. Adjustments, if any, will be made once per month on the 20th of the month.

Upon retirement an employee meets with the Board Secretary for employee payout options. The District will provide direct deposit and any employee hired after July 1 of 2005 shall use direct deposit.

**ARTICLE V
LEAVES**

A. Health Related Leaves

Part-time employees shall have pro-rated amount of leave.

1. Sick leave applies as follows:

1st year	10 days
2nd year	11 days
3rd year	12 days
4th year	13 days
5th year	14 days
6th and subsequent years.....	15 days

Accumulation: Unused sick leave is cumulative to one hundred twenty (120) days. Sick leave that is earned for the current year will be used prior to deducting from the one hundred twenty (120) accumulated days.

No sick leave shall be granted for elective cosmetic surgery.

When an employee is absent from work as a result of a job-related injury or illness covered by workman's compensation, the employee may invoke one of the following alternatives:

- a. The employee may draw workman's compensation with no supplemental pay from the Board, which would result in no loss of accumulated sick leave.
- b. The employee may elect to have the Board supplement the workman's compensation to the extent that the compensation and supplement are equal to the employee's regular salary.

- c. Sick leave days shall be used to justify the supplement by the Board in the same ratio as the supplement to the regular salary.

For purposes of computing used sick leave, the computed ratio of supplement to regular pay shall be rounded to the closest one-fourth (1/4).

2. Family Illness

Employees may be granted leave of absence at full pay for illness or doctor's appointments in the immediate family (immediate family shall be defined as spouse, mother, father, brother, sister, son, daughter or step-child) or extended family relative (extended family shall be defined as son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, grandparents-in-law, grandchildren and non-relative in the household for whom you are responsible). The leave days will not exceed three (3) days per occurrence; extensions will need to be approved by the Superintendent. Family leave will be deducted from the employee's sick leave.

B. Bereavement Leave

1. Up to five (5) days of leave per occurrence shall be granted for each death of an employee's immediate family.
2. Up to three (3) days per occurrence shall be granted for death of an extended family member.
3. In the event of the death of a student in the Eddyville-Blakesburg-Fremont Community School District, the principal or immediate supervisor of said employee shall grant the appropriate number of employee's sufficient time to attend the funeral. This is non-grievable.
4. Up to one day per year shall be granted for the death of a close friend, a member of a close friend's family or a relative outside the immediate or extended family as defined under Health-Related Leaves. This one day may be taken in one-half day increments.

C. Personal Business Leave

Each employee shall be allowed three (3) days to be used for personal reasons. An employee planning to use a personal day or days shall notify his/her principal at least three (3) days in advance, except in cases of emergency. The use of personal leave could be limited to the following number of people per building per day on a first-come, first-served basis: EBF Jr/Sr High - 4, Eddyville Elementary - 3, Blakesburg Elementary - 2, and Fremont Elementary - 2. The building limitations are only in effect when students are in session. The discretion of the superintendent can override these numbers. Personal leave cannot be used during the first six student contact days of the school year, nor from the last five (5) days of student contact days, nor extending Thanksgiving Break, Christmas Break, or Spring Break, unless the event is a state extracurricular, Iowa High School Athletic Association, or Iowa Girls High School Athletic Union sponsored event.

If any current year personal days remain unused at the end of the school year employee will be compensated at a rate of individuals per Diem. One (1) additional day may be granted by the superintendent for use in emergency circumstances leaves. Emergencies shall be defined as those extreme circumstances which are beyond the control of the employee.

When all personal leave has been exhausted, teacher can get approval from HR to borrow a personal day from the next school year or take the day off unpaid. If the personal day is borrowed from the upcoming school year, personal leave will be decreased by one for the upcoming school year. If teacher leaves prior to the end of the year the day was borrowed, the borrowed day or per diem will be deducted from teacher's last paycheck.

D. Jury Duty

In the absence of extraordinary circumstances, employees in the school system will be excused for jury duty or to appear in any judicial proceedings for which the employee has been subpoenaed. Any hourly remuneration the employee shall receive during such leave shall be turned over to the Eddyville-Blakesburg-Fremont Community School District.

E. Association Leave

Up to two (2) days of professional leave with pay shall be granted to a representative of the local association to attend the Iowa State Education Association Delegate Assembly or attend association meetings or conferences. The employee planning to use professional leave shall notify the building principal at least one week in advance of the absence. Association agrees to reimburse the District for the costs of substitutes for all days taken.

F. Family and Medical Leave

Employees of the District are entitled to unpaid family and medical leave to the same extent and subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993. (This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement.)

ARTICLE VI SENIORITY

The rank order of employees as measured by continuous service in the Eddyville-Blakesburg-Fremont District and determined by the date of initial Board approval of the contract.

The District will provide a seniority list to the Association president each year by September 30th.

Protests of, errors in or omissions from the seniority list by the Association must be made to the Superintendent within thirty (30) calendar days from the date of furnishing the seniority list.

The rank order of employees should be established by the following order:

1. Board approval date
2. Employee contract signing date
3. If above are the same then lots will be drawn in the presence of the superintendent and the president of the association or a designee.

ARTICLE VII HOURS OF WORK

A. Workday

The workday shall consist of no more than eight (8) hours per day. On Fridays the workday shall end at 3:30 pm, following the end of the students' day and after the departure of all buses. On days preceding holidays or vacation periods the workday shall end at 3:30 pm, following the close of the students' day, departure time and completion of the state-required 5.5-hour minimum school day. An employee may leave the building early after receiving permission from the building principal. Teacher meetings may be called in extension of the regular day when deemed necessary. Meetings which extend the workday shall add no more than forty-five (45) minutes to the workday and shall not occur more often than an average of once per month during the school year. Meetings may be called, when necessary, in cases of emergency.

B. Prep Time

Each employee shall have prep time during the student day. At the secondary level, employees shall have one (1) class period per day of prep time. At the elementary level, the employees shall have two hundred twenty-five (225) minutes per week.

C. Inclement Weather

Employees shall not be required to report more than one-half (1/2) hour before or remain after the student attendance hours because of inclement weather, excluding heat. In instances of extreme heat, teachers may be required to attend professional meetings in an air-conditioned area. Superintendent may request from the EBF Association a contract day on a day when students are not in attendance based on weather.

D. Teacher Workdays

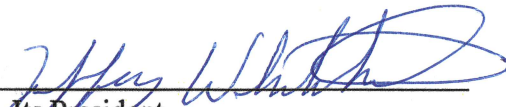
Eddyville-Blakesburg-Fremont Community School District agrees that the first two (2) contract days of each school year for returning certified staff shall be designated as Teacher Workdays along with first day after Christmas Break, for a total of three (3) workdays. These days are reserved exclusively for classroom preparation, lesson planning, and administrative setup. The District shall not schedule mandatory meetings, professional development, or other employer-directed activities during these three days. The building principal does have the right to hold a meeting on the first teacher contract day, but that meeting shall last no longer than 1 hour.

**ARTICLE VIII
DURATION PERIOD**

This Agreement shall be effective July 1, 2026, and shall continue in effect until June 30, 2027.

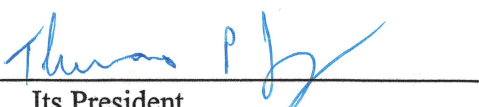
In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon all on the 6th day of April 2026.

EDDYVILLE-BLAKESBURG-FREMONT
EDUCATION ASSOCIATION

By: 
Its President

By: 
Its Chief Negotiator

EDDYVILLE-BLAKESBURG-FREMONT
COMMUNITY SCHOOL DISTRICT

By: 
Its President

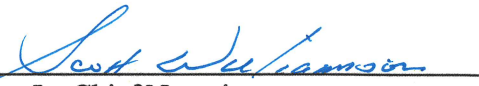
By: 
Its Chief Negotiator

EXHIBIT A
2026-2027 SALARY SCHEDULE

	BA	BA15	BA30	MA	MA15++
STEP 1 (Years 1-11)	\$50,000	\$50,500	\$51,000	\$51,500	\$52,000
STEP 2 (Years 12+)	\$62,000	\$62,500	\$63,000	\$63,500	\$64,000

Newly hired staff will be brought in at the wage of a current employee with the same education and years of experience.

Teachers will receive a flat dollar or flat percentage increase each year determined by the EBF EA and the EBF Board negotiation team based on new SSA and additional TSS monies.

All Teachers will receive the following increases for moving educational lanes:

BA to BA15	\$500
BA15 to BA30	\$500
BA30 to MA	\$500
MA to MA15++	\$500

After three years (2027-28) the EBF EA and the EBF Board negotiation team will review the alternative salary schedule and its effectiveness.

I. Contracts

This salary agreement applies to all basic contracts for the 2026-2027 school year and additional teaching/staff development days.

- a. Contract Length - One hundred eight-five (185) days. One hundred eighty-six (186) for newly hired employees.
- b. The salary schedule pay is based on the first 185 days. Additional days teaching/staff development days will be paid per diem.

II. Upon initial employment all horizontal lane placement will be based on graduate credit earned after the employee has been issued their initial teaching license. If misplacement has been made on the salary schedule (Exhibit A) and/or supplemental salary schedule (Exhibit C), correction will be made upon its discovery. By September 30th of each year the Association will be provided with a copy of all the employees' placement for their verification. Notification of any misplacement must be provided to the Superintendent by November 1st, or the placement shall stand for that contract year.

III. Credit for Experience -At the discretion of the superintendent and approved by the board, the teacher may be awarded years of experience.

IV. Extended contracts to be computed as follows: Divide the employees' salary by the number of days in the contract (185) and multiply by days in extended contract.

V. Horizontal Movement

Horizontal movement on the salary schedule shall be based upon courses or advanced degrees in education that are directly related to and/or likely to improve the instructional staff member's performance of duties. All master's degrees in education shall be given credit on the salary schedule. Employees requested by the Superintendent to become certified to teach a class will have undergraduate hours for horizontal movement.

To qualify for horizontal movement, courses shall be approved by the Superintendent prior to enrollment. Undergraduate college credit, workshop credit, and graduate credit shall qualify for advancement if approved by the Superintendent prior to enrollment. Contact HR for all movement request forms.

Tuition reimbursement will be available for courses taken at the request of the Superintendent to extend certification. A contract will be issued to the teacher outlining requirements such as length required in field of paid coursework (i.e. If School District pays for math coursework, the teacher must remain in the math department) and circumstances where tuition must be paid back to the district if contract requirements are not fulfilled.

**EXHIBIT B
SUPPLEMENTAL SCHEDULE
2026-2027**

A.	COACHING	<u>Percent</u>
1.	<u>Football</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
2.	<u>Boys & Girls Basketball</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
3.	<u>Boys Wrestling</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
4.	<u>Girls Wrestling</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
5.	<u>Track</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
	Cross Country	11.0
	Asst. Cross Country/Junior High	7.0
6.	<u>Softball</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
7.	<u>Baseball</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0

8.	<u>Volleyball</u>	
	Head Varsity	17.0
	H.S. Assistant	12.0
	Junior High	9.0
9.	<u>Boys & Girls Golf</u>	
	Head Varsity	10.0
B.	MUSIC	
	Instrumental Varsity	15.0
	Instrumental Junior High	9.0
	Vocal Varsity and Jr. Varsity	11.0
	Vocal Junior High	3.0
	Competitive Marching Band	6.0
	Competitive Jazz Band	3.0
	Assistant Competitive Marching Band	3.0
	Junior High Competitive Jazz Band	3.0
	Color Guard	6.0
	Tri-M	2.0
C.	DRAMA	
	Plays each (HS) – per director (includes set construction)	5.0
	Speech:	
	Large Group	6.5
	Individual	6.5
	Thespian	2.0
D.	Annual	10.0
E.	FFA	12.5
F.	Tag Coordinator	12.5
G.	CHEERLEADING SPONSOR	
	Football	5.5
	Wrestling	7
	Basketball	7
H.	JUNIOR CLASS SPONSOR(S)	7.0

I.	STUDENT COUNCIL ADVISOR	
	Grades 9-12	7.0
	Junior High	5.0
J.	NATIONAL HONOR SOCIETY	3.0
K.	FCCLA	9.0
L.	Debate	2.0
M.	ELL	4.0
N.	Summer Weight Room Supervision	8.0
O.	Competitive Robotics	9.0
P.	Future Business Leaders	9.0
Q.	Mock Trial Sponsor	4.0

Extra teacher duties will be reimbursed by applying the above percentage factors to the salary schedule base. Advancement on the Eddyville-Blakesburg-Fremont Community School District Scale for activity assignments shall be subject to the following: Horizontal movement shall require two (2) years of service in that specific activity in the Eddyville-Blakesburg-Fremont system for each experience lane. No lane movement for the 2010-2011 school year. At the discretion of the superintendent and approved by the board, coaches and sponsors may be awarded years of experience.

EXHIBIT C
SUPPLEMENTAL SALARY SCHEDULE
2026-2027

EXPERIENCE	0-1	2-3	4-5	6-7	8-9	10-11
LANE	BASE	1	2	3	4	5
PERCENTAGE	600					
FACTOR	30,850	32,084	33,318	34,552	35,786	37,020
0.25%	77	80	83	86	89	93
0.50%	154	160	167	173	179	185
1.00%	309	321	333	346	358	370
1.25%	386	401	416	432	447	463
1.50%	463	481	500	518	537	555
2.00%	617	642	666	691	716	740
2.50%	771	802	833	864	895	926
3.00%	926	963	1,000	1,037	1,074	1,111
4.00%	1,234	1,283	1,333	1,382	1,431	1,481
4.50%	1,388	1,444	1,499	1,555	1,610	1,666
5.00%	1,543	1,604	1,666	1,728	1,789	1,851
5.50%	1,697	1,765	1,832	1,900	1,968	2,036
6.00%	1,851	1,925	1,999	2,073	2,147	2,221
6.50%	2,005	2,085	2,166	2,246	2,326	2,406
7.00%	2,160	2,246	2,332	2,419	2,505	2,591
7.50%	2,314	2,406	2,499	2,591	2,684	2,777
8.00%	2,468	2,567	2,665	2,764	2,863	2,962
8.50%	2,622	2,727	2,832	2,937	3,042	3,147
9.00%	2,777	2,888	2,999	3,110	3,221	3,332
10.00%	3,085	3,208	3,332	3,455	3,579	3,702
10.50%	3,239	3,369	3,498	3,628	3,758	3,887
11.00%	3,394	3,529	3,665	3,801	3,936	4,072
12.00%	3,702	3,850	3,998	4,146	4,294	4,442
12.50%	3,856	4,011	4,165	4,319	4,473	4,628
13.00%	4,011	4,171	4,331	4,492	4,652	4,813
15.00%	4,628	4,813	4,998	5,183	5,368	5,553
17.00%	5,245	5,454	5,664	5,874	6,084	6,293

**Addendum to Contract
between the
Eddyville-Blakesburg-Fremont Community School District
and the
Eddyville-Blakesburg-Fremont Education Association**

Retention and recruitment of staff, the administrators of the Eddyville-Blakesburg-Fremont Community School District proposed, and the Board of Directors of the District considered and approved an increase of the Instructional Support Levy. The increase in the levy is aimed specifically at retention and recruitment of staff. In consideration thereof the parties agree to the following:

1. That each returning member of the staff shall be compensated one thousand dollars (\$1,000).
2. Each new member of the staff shall be compensated one thousand dollars (\$1,000).
3. Those employees who are contracted for less than full time shall receive their full-time equivalent of one thousand dollars (\$1,000).
4. That payment of this amount shall be made in two installments and paid in the regular paychecks in the months of December and June (the District has the option of new teachers receiving their signing bonus after the new employees have filled out the necessary paperwork).
5. That the retention and recruitment incentive pay shall be for a period of five years and shall end at the conclusion of the 2029-2030 school year with the expiration of the current Instructional Support Levy.
6. That the retention and recruitment shall cease in the event of action taken by a competent authority to limit the district's ability to levy for instructional support and therefore, the amounts necessary to pay the said sum.
7. That the only portion of this addendum to be grievable is failure to receive payment.