

2025-30 Agreement between the

New Hampton Education Association

and the

Board of Education

New Hampton Community School

TABLE OF CONTENTS

	<u>Page</u>
Article I: Definitions	3
Article II: Grievance Procedure	4
Article III: Association Rights	8
Article IV: Other Payroll Deductions	9
Article V: Temporary Leave of Absence	10
Article VI: Sick Leave	13
Article VII: Work Assignments	15
Article VIII: In-Service/Professional Development Education	17
Article IX: Safety Provisions	18
Article X: Salary and Benefits	19
Article XI: Voluntary Transfers	21
Article XII: Separability Clause, Duration, Misc.	22
 2023-24 Salary Schedule	
2023-24 Supplemental Schedule	
Schedule A. Grievance Report	

ARTICLE I - DEFINITIONS

1. The term "Board" as used in this agreement shall mean the Board of Directors of the New Hampton Community School District.
2. The term "Employee" as used in this agreement shall mean all professional employees represented by the Association in the bargaining unit as defined and certified by the Public Employees Relation Board.
3. The term "Association" as used in this agreement shall mean the New Hampton Education Association.

ARTICLE II - GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance shall mean only 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. All grievances shall be Association grievances unless indicated otherwise by the Association.

2. Aggrieved Person

An "aggrieved person" is the employee or employees or the Association making the complaint.

B. Purpose

The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems which may from time to time arise in the interpretation of this agreement as it affects an individual employee, employees, or the Association. 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 number of days indicated at each level should be considered as a maximum and every effort shall be made to expedite the process. The time limit specified may, however, be extended by mutual agreement. A grievance must be filed within fifteen (15) days of the occurrence of the incident or dispute alleged to give rise to the grievance, or within fifteen (15) days of the time that it might be reasonably expected to have been discovered. All days referred to in this ARTICLE shall be considered as calendar days, unless otherwise specified.

2. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to the aggrieved person, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of 30 days thereafter.

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

An employee with a grievance shall first discuss it with his/her principal or assistant principal, or such other administrative personnel as may be appointed for the purpose by the Superintendent or the Board, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two - Principal (Formal)

If, as a result of the informal discussion with the principal or immediate supervisor at level one, a grievance still exists, the aggrieved person may invoke the formal grievance procedure by filing on the form set forth in Schedule A. The grievance form shall be available from the Association representative in each building and said form shall be signed by the grievant and, should the grievant so desire, by a representative of the Association. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor. If the grievance involves more than one school building, it may be filed with the Superintendent or his/her designee.

The appropriate principal or immediate supervisor shall indicate his/her disposition of the grievance in writing within five (5) school days of the presentation of the formal grievance and shall furnish a copy thereof to the Association.

If the aggrieved person or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the five (5) school day period, the grievance shall be transmitted to Level Three.

5. Level Three - Superintendent

The Superintendent or his/her designee shall meet with the aggrieved person and the Association within five (5) school days of receipt of the grievance. Within ten (10) school days of receipt of the grievance the Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing and shall furnish a copy thereof to the Association.

If the aggrieved person or the Association is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition has been made within ten (10) school days of receipt of said grievance, the aggrieved person or the Association may transmit the grievance to the Board by filing a written copy thereof with the secretary or other designee of the Board.

6. Level Four - Board of Education

The Board, no later than its next regular meeting or twelve (12) school days, whichever is earlier, shall meet with the aggrieved person and the Association on the grievance. Disposition of the grievance shall be made in writing by the Board no later than seven (7) school days after said meeting. A copy of such disposition shall be furnished to the Association.

7. Level Five - Arbitration

(a) If the aggrieved person or the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration.

(b) If the Association determines that the grievance is meritorious it may submit the grievance to arbitration within five (5) school days.

(c) Within ten (10) school days after written notice to the Board of submission to arbitration 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 a commitment within the specified period, a written request for a list of arbitrators shall be made to the American Arbitration Association by either party. The list from the said Association, shall consist of five (5) 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 two (2) school days, and the other party shall have one (1) additional school day to remove the next name, alternating removal until only one name remains. The person whose name remains shall be the arbitrator.

(d) The arbitrator so selected shall confer with the representative of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than thirty (30) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issue 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 decision shall not amend, modify, nullify, ignore or add to the provisions of the contract. The decision of the arbitrator shall be submitted to the Board and to the Association, and absent any illegality in the proceedings shall be final and binding on the parties.

(e) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expense 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 the same.

D. Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or at his/her option, by a representative selected or approved by the Association.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure.

2. Written Decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two through Four of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association. Decisions rendered at Level Five shall be in accordance with the procedures set forth in the Section on arbitration.

3. Separate Grievance File

All documents, communications and records, dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the aggrieved persons and their designated or selected representatives, heretofore referred to in this ARTICLE.

If it should be necessary under these proceedings for an employee to be absent during the school day and a substitute is required, the Association shall pay the cost of the substitute, if the Association initiates or requests a grievance hearing or meeting to be held during the school day.

ARTICLE III - ASSOCIATION RIGHTS

Time for Procedures

It is agreed that negotiations, grievance procedures, conferences, or meetings shall not be held during regular school hours. In the event that some outside authority such as a mediator or arbitrator requires that such procedure be held during school hours, any representative of the Association participating in such proceedings shall suffer no loss in pay or other benefits.

ARTICLE IV - OTHER PAYROLL DEDUCTIONS

- A. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for school group annuities/HSA, New Hampton Area United Way, and for that portion of health and/or dental insurance not paid as a part of the employee's considerations under other provisions of this contract. Such request for deduction(s) for annuities/HSA/etc. shall be filed before January 10th, April 10th, July 10th, or October 10th in any school year, with deductions to commence on that month's payroll.

ARTICLE V - TEMPORARY LEAVE OF ABSENCE

A. Leave

All employees shall have the following temporary non-accumulative leave of absence. Those employees working less than half time shall take their leaves in one day increments and those employees working half time or more shall have the option of taking their leave prorated to the nearest half day in the manner set forth below.

1. Personal

Each employee shall be credited with three (3) days of personal leave to be used for any reason. Employees who do not fully use the three (3) days allowed, shall be allowed to accumulate personal leave to a maximum of five (5) days for use in any given year. Personal leave may not be taken on any of the following days and occasions:

- (a) On the day of a scheduled in-service day or on Parent-Teacher conference days;
- (b) At any time during the first three (3) or the last three (3) days of the student attendance year.
- (c) In extraordinary situations the Superintendent may in his or her sole discretion waive these restrictions. These approvals shall be non-grievable under this contract.

An employee planning to use a personal leave day shall notify his/her principal at least one day in advance, except in case of emergency. No more than two employees shall have personal leave on any one day in each of the units, i.e. the elementary school, middle school or high school. Any additional employee in each unit may be granted personal leave provided a suitable substitute is available.

If the employee does not wish his/her personal leave to accrue, the Board will pay the employee the substitute rate of pay per whole day or half day of unused personal leave at the completion of the individual contract in each year.

2. Jury and Legal

Any employee called for jury duty during school hours or who is required by subpoena to make an appearance in any judicial or administrative proceeding when not a party to the action shall be granted leave with pay for the period required, with pay subject to credit for

jury fees and witness fees. However, if the employee is a party to an action involving a claim arising out of his/her employment relationship with the district and his/her presence is required for the protection of the district and the employee, then the employee will be granted leave with pay. An administrative proceeding is defined to be a proceeding before an administrative law judge of any agency of the United States government, a hearing officer of any agency of the government of the State of Iowa, or a response to a subpoena from any legislative body to the State of Iowa or of the United States of America.

3. Association

The sum total of no more than ten (10) days shall be granted to the Association, to be made available to its representatives, with pay, to enable them to attend conferences, conventions or other activities of the State and National Affiliated organizations of the Association. The ten (10) days shall be distributed by the Association among its representatives as determined by the Association and it shall notify the principal of those selected for such leave at least one week in advance of the date selected. No more than two employees shall have Association leave on any one day in each of the units, i.e. the elementary school, middle school and high school.

4. Professional Leave

Leave days may be granted for attendance at professional conferences or meetings at the sole discretion of the administration and may be subject to Board approval, with pay. Applications by employees who desire to attend professional conferences shall be filed with the building principal. The Board may reimburse registration, travel, and lodging at such professional conferences to include both teaching and non-teaching days.

5. Leave of Absence for Bereavement

Five working days of leave shall be granted at any one time in the event of the death of a spouse, child, parent, or step-parent. Three working days of leave shall be granted at any one time in the event of other deaths in the immediate family, including by definition the employee's brother, sister, grandparents, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandchild, and any other member of the immediate household. The phrase, "five (or three) working days of leave shall be granted at any one time" shall be understood to mean the maximum number of not necessarily consecutive working days taken for a single death event or events, assuming the service follows the death as soon as possible consistent with the gathering of the family. It is understood that the purpose of said leave days is to provide time for family grieving, the process of which encompasses preparation for any formal funeral or memorial service, attendance at said service, and the immediate aftermath of said service. Finally, it is

understood that bereavement leave is not intended to be taken for the purpose of settling an estate, except as such activity is incidental to the purposes and constraints delineated above.

Step children shall be regarded as children for purposes of this article. Two days of leave shall be granted in the event of the death of an aunt, uncle, niece, nephew, first cousin, or spouse's grandparents not to exceed four (4) days in any one school year. In the event of the death of a member of the bargaining unit or a student in the New Hampton Community School District, the Superintendent or his/her representative shall grant what he/she deems to be an appropriate number of employees time to attend the funeral.

Each employee shall be granted two (2) days of leave for use in the event of the death of other relatives or close friends.

6. Leave for Sickness in Family

Each employee shall at the beginning of the year accrue four days of paid leave for absences due to hospitalization or illness of a spouse, child, stepchild, parent, siblings, grandparents, grandchild, a person of close relationship, a member of his/her household, or individual to whom the employee serves as primary caregiver. This emergency leave is in addition to sick leave as allowed to all employees and is not accumulative. Employees may trade up to six (6) sick leave days from their yearly allotted amount for six (6) additional leave for sickness in family days.

In extra-ordinary situations the Superintendent may, in his/her sole discretion, grant up to seven (7) days of additional family illness leave with pay. (For example, but not limited to, heart attack, auto accidents, life or death situations, etc.).

B. Unpaid Leave

1. Other temporary leaves of absence without pay will be granted at the request of the employee up to six (6) per year. The employee shall be allowed to take no more than a combination of five consecutive days of unpaid and/or paid leave. Deduction of pay for such leave will be based on a per diem rate for each contract day.

2. Religious Holidays: Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused for the observance of such holidays by the principal.

C. Good Cause

Other extended leaves of absence without pay may be granted in writing by the Superintendent for reasons deemed by him/her to be sufficient.

ARTICLE VI - SICK LEAVE

1. Definition

Sick leave constitutes absence of an employee for his/her personal illness or medically related disability.

2. Number of Days

Sick leave will be granted as follows:

- (a) First year of employment----- 10 days.
- (b) Second year of employment----- 11 days.
- (c) Third year of employment----- 12 days.
- (d) Fourth year of employment----- 13 days.
- (e) Fifth year of employment----- 14 days.
- (f) Sixth and all subsequent years of employment----- 15 days.

3. Accumulation of Sick Leave

If there are unused portions of sick leave in any one year, such unused portions, plus a given year's sick leave allowance, shall be accumulated up to 135 days, not to exceed a maximum carry over of 120 days. For employees carrying over 120 sick leave days, days will be subtracted from new sick leave numbers granted each year first, then use carryover days thereafter. It is understood and agreed by all parties to this agreement that it is meant to apply to only actual illness.

5. Absence Without Pay

Any days of illness for which leave is granted in excess of those herein provided for shall be without pay based on a per diem rate for each contract day.

5. Sick Leave Bank

The Board will cooperate in the establishment of a sick leave bank on a voluntary basis. Any member of the bargaining unit is eligible to participate, subject to the following procedures and conditions. All employees who are not full-time shall have a pro-rated donation and usage amount of days.

- a. Employees enrolling in the bank will individually donate one day of their available sick leave, by September 30 of each school year. At the close of each school year, a maximum of one hundred (100) sick leave days shall be carried over to the next succeeding school year.
- b. Employees will not be able to withdraw days from the bank until their available sick leave, personal leave, and emergency leave is depleted.
- c. A doctor's certificate will be required as a prerequisite to withdrawing days from the bank.
- d. If the number of days in the bank diminishes to ten (10), those participating will be assessed an additional day. When the bank reaches the minimum ten (10) days employees will need to contribute an additional day. Those employees who have originally donated a day for the current school year and have exhausted personal and sick leave will not be required to donate to the bank, but will be eligible to withdraw days from the bank.
- e. Sick leave bank days will be used for absence of any employee for his/her personal illness or medically related disability. An employee on long-term disability will be ineligible to use days from the bank. If an employee is no longer on long term disability she/he is again eligible to participate in the bank.
- f. A maximum of thirty (30) days each school year can be withdrawn by one full-time individual from the bank.
- g. Employees withdrawing sick leave from the bank will not have to replace those days.

ARTICLE VII - WORK ASSIGNMENTS

- A. 1. The daily teaching load in grades 5-12 shall be a maximum of six (6) classes plus one (1) study hall. In block scheduling, one (1) block period is equal to two (2) classes. Each class taught in excess of six (6) shall be compensated in accordance with the supplemental schedule. A class is defined as any face to face or online class that requires preparation by the instructor and the instructor is engaged in the actual instruction of the class. It is not a class if the instructor is only proctoring an online class or overseeing an online class such as E2020 or a community college delivered class.
- B. 1. Employees may leave the building without requesting permission during a duty free lunch period, but shall advise the Building Administrator of his/her office where they may be reached while absent from the building.
- 2. Employees may be required to remain after the end of or to arrive before the regular work day without additional compensation for the purpose of attending faculty or other professional meetings to a maximum of nine (9) per semester, providing however that no more than two (2) shall be held in any one week. Such meetings may begin up to one-half hour after student dismissal and shall run no later than 4:45 p.m. and shall not begin before 7:30 a.m. If additional time is needed, students shall be dismissed early. Meetings shall not be called on Friday afternoons or on any afternoon immediately preceding any holiday or other day upon which employee attendance is not required at the school.

C. Notice and Agenda

The agenda for any such meetings shall be given to the employee involved at least two (2) days prior to the meetings, except in emergencies, by posting such notice on the employees' bulletin board. Suggestions for inclusion at such meetings on the agenda may be delivered to the Office of the Administrator calling the meeting by any employee so desiring.

D. Preparation Time

Grade Level

- 1. Full-time classroom employees shall have daily preparation time in addition to their lunch period as follows:
 - A. Grades PK-4 shall have an average of thirty (30) minutes per day per week;
 - B. Grades 5-8 shall have one regular class period a day;
 - C. Senior High School shall have one regular classroom period a day.

2. All employees who are not full-time shall have a pro-rated preparation time which may be assigned anytime during the employee's work day.
3. It is understood and agreed that this preparation time is given for actual classroom preparation and is not applicable to members of the bargaining units who do not teach classes.
4. In some situations, it may be necessary for Administration in its sole discretion to assign an employee during his/her preparation time to cover a class for another employee.

E. Duty-Free Lunch

Each employee shall have a duty-free lunch period of twenty-four (24) minutes during the work day.

F. Inclement Weather

On occasions of inclement weather when student attendance hours are adjusted, the employees' work day shall be adjusted to the same extent that the students' school day is adjusted. Employees shall not be required to report when student attendance is canceled because of inclement weather.

ARTICLE VIII - IN-SERVICE/PROFESSIONAL DEVELOPMENT EDUCATION

1. The Administration shall appoint an In-Service/Professional Development Education Committee consisting of six (6) members one of which will be the president of the New Hampton Education Association or his/her designee. The In-Service/Professional Development Education Committee shall make such recommendations as it may deem proper to the Administration with reference to the planning of in-service/professional development training, the format of in-service/professional development training and the content of in-service/professional development training.
2. The Administration shall plan and execute such In-Service/Professional Development Training.
3. It is understood that in-service/professional development training refers to professional training during regular school work days and in-school work year, such training periods not being included in the nine (9) permissible meetings, under ARTICLE VIII, Section B(2).
4. The Board shall bear the costs of such in-service/professional development training.

ARTICLE IX - SAFETY PROVISIONS

A. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions.

B. Reasonable Force

An employee may use such force which is reasonable to defend himself/herself if assaulted during the course of his/her employment.

ARTICLE X - SALARY AND BENEFITS

A. Compensation

1. The basic salary schedule for use during the contract year is appended to this ARTICLE.
2. Employees on a regular salary schedule as defined shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the New Hampton Community School District for ninety (90) consecutive teaching days or more in one school year. A partial year will be granted only once. No employee shall move more than one step vertically in one given year.
3. In placing an employee on the salary schedule, less than one (1) year of teaching will be disregarded. If an employee has two half years of teaching, he/she will be given credit for one (1) year. In placing an employee on the salary schedule, employment as an employee under contract for 180 days will count as one (1) year of experience.
4. All part-time employees employed less than one-half ($\frac{1}{2}$) time shall receive the equivalent of one-half of an additional class period as additional compensation to their regular pro-rated salary.
5. If the first day of service is before August 25, the paycheck normally issued on that date will instead be issued on the first day of service.

B. Educational Lanes

1. Credit for hours of additional education for advanced educational lane placement must be graduate credit in the employee's teaching area, or areas of certification, or areas of certification the employee desires to obtain, or work leading to an advanced degree from an accredited institution, effective with the summer of 1990.
2. An employee on the regular salary schedule who qualifies for advancement to a higher educational lane shall move to the corresponding incremental step on the higher lane.

Educational lane movement shall not preclude earned vertical increment advancement; an employee who was at the highest incremental step (maximum salary) on the former training lane shall be advanced one (1) step on the new training lane if such step is available.

In order to effect such move, work must be completed and a transcript or grade sheet showing the satisfactory achievement of the requirements for the higher step must be filed in the office of the Superintendent on or before September 15.

C. Equivalent Credit

1. Approved equivalent work as described below may be allowed in partial fulfillment of the training requirements, subject to definition of graduate credits hereinbefore set forth.
 - (a) Travel under the direction of a college or university shall be recognized to the extent of the academic credit granted by that institution for such foreign or domestic travel.
 - (b) Workshops shall likewise be recognized to the extent of the academic credit granted by the college or university conducting the workshop.

D. Supplemental Schedule of Compensation

1. The schedule of supplemental compensation is attached to this contract.

E. Nurses' Compensation

Nurses shall receive the same fringe benefits as other employees of the bargaining unit. Nurses shall be paid according to the salary schedule. Experience increments will be granted based on nursing experience in the New Hampton Community School District.

F. Continuity of Fringe Benefits

Each year, the District shall distribute 97% of the District's annual allocation of TSS monies to all teachers according to the negotiated agreement (meet state law TSS minimum salaries first and then the remainder is distributed through the salary schedule index) after deducting the District's costs for FICA, Medicare and IPERS. The District shall distribute any remaining amount of the District's annual allocation of TSS monies in the June payroll after adjustments are made based upon any employment changes during the contract that increase or decrease the FTE eligible for the funds. The parties agree to cost one hundred percent (100%) of the funds. If this does not remain part of the law then it would become null and void.

ARTICLE XI - VOLUNTARY TRANSFERS

A. Definition of and Applicability

The movement of an employee in order to fill an existing vacancy shall be considered a transfer.

B. Notification of Vacancies

1. Posting and Notification

The Superintendent upon knowledge of a vacancy shall deliver to the Association and post in a designated area in all school buildings a list of the vacancies which occur during the school year. Vacancies for the following school year shall be delivered to the Association and posted by March 15th or upon knowledge of vacancies, whichever comes later. Vacancies which occur during the summer months shall be posted on the bulletin board outside the Superintendent's office.

ARTICLE XII - SEPARABILITY CLAUSE, DURATION, MISC.

A. Separability

If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to the law by a Court of competent jurisdiction, or PERB, then such provision or application shall be deleted from this agreement to the extent it violates the law. All other provisions or applications of the agreement shall continue in full force and effect.

B. Printing Agreement

Copies of this agreement shall be reproduced at the expense of the Board after agreement with the Association has been reached on format within thirty (30) days after the agreement is signed. The agreement shall be presented to all employees now employed or hereafter employed at the time the contract is offered by the Board and the Board shall provide the Association with twelve (12) additional copies.

C. Notices

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 letter at the following designated addresses or at such other address as may be designated by a part in written notification to the other party.

1. If by the Association: to the Board at New Hampton Community School,
New Hampton, Iowa 50659.
2. If by the Board: to the Association at New Hampton Education Association,
New Hampton, Iowa 50659.

D. Duration

The language of this Agreement shall be effective beginning July 1, 2025, and shall continue in effect until June 30, 2030. Salaries in this Agreement shall be effective beginning July 1, 2025, and shall continue in effect until June 30, 2026. With consideration for the 2026-2027 school year there will be a 4% increase to salaries and benefits with the following stipulations.

- 1- Every increase in enrollment of 5 students will add .2% to the increase for a maximum increase of 4.4%.
- 2- Every decrease in enrollment of 5 students will subtract .2% from the increase to a minimum increase of 3.6%.

E. Signature Clause

IN WITNESS WHEREOF, the parties here to have caused this agreement to be signed by their respective presidents, and attested by their proper officers, and their signatures placed thereon all on the 9th day of June, 2025.

BOARD OF DIRECTORS
NEW HAMPTON COMMUNITY
SCHOOL DISTRICT

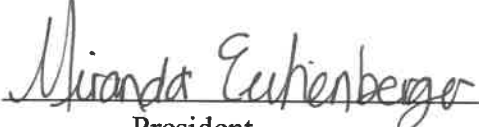
BY: 
President

DATE 6/9/2025

BY: 
Chief Negotiator

DATE 6-9-25

NEW HAMPTON EDUCATION ASSOCIATION

BY: 
President

DATE 6/9/25

BY: 
Chief Negotiator

DATE 6/9/25

CONTRACT SALARY SCHEDULE 2025-2026

Years	BA	BA+15	BA+30	MA	MA+15	Nurse
	Base	1.045	1.09	1.135	1.18	
Hort. Inc		1,850	3,700	5,551	7,401	= 88% of Base
Vert Inc	1,645	1,713	1,782	1,850	1,919	1,290
Contract Days/Yr.		191				

Step	BA	BA+15	BA+30	MA	MA+15	Nurse	Step
0	41,115	42,830	44,546	46,260	47,976	32,251	0
1	42,640	44,423	46,208	47,990	49,775	33,421	1
2	44,165	46,016	47,869	49,721	51,574	34,591	2
3	45,690	47,609	49,531	51,451	53,373	35,761	3
4	47,215	49,202	51,192	53,181	55,173	36,931	4
5	48,740	50,794	52,854	54,912	56,972	38,101	5
6	50,265	52,387	54,515	56,642	58,771	39,271	6
7	51,790	53,980	56,177	58,372	60,570	40,441	7
8	53,315	55,573	57,839	60,103	62,369	41,611	8
9	54,840	57,165	59,500	61,833	64,168		9
10	56,365	58,758	61,162	63,563	65,967		10
11	57,890	60,351	62,823	65,294	67,766		11
12	59,840	61,944	64,485	67,024	69,566		12
13		63,537	66,146	68,754	71,365		13
14		65,554	67,808	70,485	73,164		14
15			69,469	72,215	74,963		15
16			71,131	73,945	76,762		16
17			72,793	75,676	78,561		17
18			73,218	76,101	78,986		18
19			73,218	76,101	78,986		19
20	career step	400	73,676	76,559	79,445		20
21			73,676	76,559	79,445		21
22			73,676	76,559	79,445		22
23			73,676	76,559	79,445		23
24			74,135	77,018	79,903		24

Supplementary Salary Schedule 2025 - 2026

Percent	35,240	36,570	37,900	39,230	40,560	41,890	43,220	44,550	45,880	47,210
Step	0	1	2	3	4	5	6	7	8	9
15%	5,286	5,486	5,685	5,885	6,084	6,284	6,483	6,683	6,882	7,082
12%	4,229	4,388	4,548	4,708	4,867	5,027	5,186	5,346	5,506	5,665
11%	3,876	4,023	4,169	4,315	4,462	4,608	4,754	4,901	5,047	5,193
10%	3,524	3,657	3,790	3,923	4,056	4,189	4,322	4,455	4,588	4,721
9%	3,172	3,291	3,411	3,531	3,650	3,770	3,890	4,010	4,129	4,249
8%	2,819	2,926	3,032	3,138	3,245	3,351	3,458	3,564	3,670	3,777
7%	2,467	2,560	2,653	2,746	2,839	2,932	3,025	3,119	3,212	3,305
6.5%	2,291	2,377	2,464	2,550	2,636	2,723	2,809	2,896	2,982	3,069
6%	2,114	2,194	2,274	2,354	2,434	2,513	2,593	2,673	2,753	2,833
5.5%	1,938	2,011	2,085	2,158	2,231	2,304	2,377	2,450	2,523	2,597
5%	1,762	1,829	1,895	1,962	2,028	2,095	2,161	2,228	2,294	2,361
4.5%	1,586	1,646	1,706	1,765	1,825	1,885	1,945	2,005	2,065	2,124
4%	1,410	1,463	1,516	1,569	1,622	1,676	1,729	1,782	1,835	1,888
3.5%	1,233	1,280	1,327	1,373	1,420	1,466	1,513	1,559	1,606	1,652
3%	1,057	1,097	1,137	1,177	1,217	1,257	1,297	1,337	1,376	1,416
2.5%	881	914	948	981	1,014	1,047	1,081	1,114	1,147	1,180
2%	705	731	758	785	811	838	864	891	918	944
1%	352	366	379	392	406	419	432	446	459	472