

Atlantic Community School District

2026–2027 Certified Collective Bargaining Proposal

The Atlantic Community School District respectfully submits the following proposal for consideration for the 2026–2027 contract period.

ARTICLE I – COMPENSATION

Section 1 – Certified Staff Salary Schedule

The District proposes a 3% increase to all certified staff base wages for the 2026–2027 contract year.

BA	BA+15	BA+30	MA	MA+15	MA+30
\$52,631	\$54,736	\$56,841	\$58,947	\$61,052	\$63,157

Lane Advancement Increases

BA	BA+15	BA+30	MA	MA+15	MA+30
0	\$1700	\$1900	\$2100	\$2300	\$2500

The base wage calculations listed above include \$8,000 in Teacher Salary Supplement (TSS) funding for the 2026–2027 school year for full-time certified employees. TSS funding is formula-driven within the State Aid calculation and is based upon the State Supplemental Aid percentage and certified enrollment.

The District acknowledges that TSS funding may fluctuate in future years based on changes in certified staffing levels, student enrollment, and State funding calculations.

Employees with twelve (12) or more years of teaching experience shall receive a minimum annual salary of \$62,000.

Section 2 – Nurse Salary Schedule

The District proposes a 3% increase to all nurse base wages for the contract year.

LPN	Associate RN	RN+30	Bachelors RN
\$38,824	\$40,377	\$41,930	\$43,483

ARTICLE III – SICK LEAVE

The District proposes combining all paid sick leave into a single leave bank, eliminating the distinction between personal illness leave and family illness leave.

Current Employees (Grandfathered)

Current employees shall receive fifteen (15) paid sick leave days annually.

Unused sick leave days shall accumulate and carry over from year to year in accordance with current District practice.

New Employees (Tiered Accrual System)

New employees hired after July 1, 2026 shall receive paid sick leave according to the following schedule:

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6 & beyond
10 days	11 days	12 days	13 days	14 days	15 days

Unused sick leave days shall accumulate and carry over annually in accordance with District policy.

ARTICLE IV – DURATION OF AGREEMENT

This Master Contract shall become effective July 1, 2026 and remain in effect through June 30, 2027 for one year.

Teachers Union Negotiator

MIKE McDERMOTT [Signature] 6-23-26

Print Name Signature Date

District Representative

Josh McLaren [Signature] 06/23/26

Print Name Signature Date

ATLANTIC COMMUNITY SCHOOL DISTRICT

100 Linn Street • Atlantic, Iowa 50022 • (712) 243-4252 • www.atlanticschools.org

SALARY ADDENDUM

to the Master Agreement

Between the

ATLANTIC COMMUNITY SCHOOL DISTRICT

and the

ATLANTIC EDUCATION ASSOCIATION

Contract Year: July 1, 2026 – June 30, 2027

PREAMBLE

This Salary Addendum ("Addendum") is entered into by and between the Atlantic Community School District ("District"), an Iowa school district organized and operating pursuant to Iowa Code Chapter 274, and the Atlantic Education Association ("Association"), the duly recognized bargaining representative for the certificated employees of the District, pursuant to Iowa Code Chapter 20.

This Addendum supplements and is incorporated into the Master Agreement between the parties and governs the salary terms for the 2026–2027 contract year. In all other respects, the terms and conditions of the Master Agreement remain in full force and effect.

ARTICLE 1 — BASE SALARY INCREASE

1.1 Effective July 1, 2026, the base salary for all certificated employees covered under the Master Agreement shall be increased by three percent (3%).

1.2 The 3% increase shall be applied to each certificated employee's contracted base salary for the 2025–2026 school year. The 2025–2026 contracted salary shall serve as the sole reference point for calculating each employee's new 2026–2027 base salary. No other salary figure, estimated amount, or informal adjustment shall be used as the basis for this calculation.

1.3 The formula for calculating the 2026–2027 base salary for each certificated employee shall be:

1.4 The District shall apply this calculation uniformly to all certificated employees covered under the Master Agreement. Any discrepancy in the calculation of an individual employee's salary shall be brought to the attention of the Superintendent in writing within thirty (30) calendar days of the employee receiving their 2026–2027 contract. The District shall review and resolve any identified discrepancy promptly.

ARTICLE 2 — CONTRACTED SALARY DEFINED

2.1 For purposes of this Addendum, "2025–2026 contracted base salary" means the base salary amount set forth in each certificated employee's individual written contract with the District for the 2025–2026 school year, exclusive of any supplemental pay, extracurricular stipends, additional duty pay, TLC stipends, or other compensation not reflected in the base contract salary.

2.2 In the event that a certificated employee's 2025–2026 contract was amended or modified after initial execution, the salary reflected in the most recent written amendment to that contract shall serve as the 2025–2026 contracted base salary for purposes of this calculation.

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ARTICLE 3 — IMPLEMENTATION

3.1 The adjusted base salaries calculated pursuant to this Addendum shall be reflected in certificated employee contracts issued for the 2026–2027 school year. Contracts shall be tendered in accordance with Iowa Code § 279.13 and the terms of the Master Agreement.

3.2 This Addendum shall be effective upon ratification by both the Board of Education and the Atlantic Education Association and execution by the authorized representatives of each party.

3.3 This Addendum shall be incorporated into and made part of the Master Agreement between the parties. In the event of a conflict between this Addendum and any prior salary schedule or salary-related provision, this Addendum shall control for the 2026–2027 contract year.

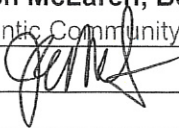
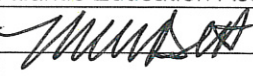
ARTICLE 4 — DURATION

4.1 This Addendum is effective for the 2026–2027 school year only (July 1, 2026 through June 30, 2027) and does not establish a precedent or guarantee with respect to salary adjustments in any subsequent contract year. Salary terms for future years shall be subject to negotiation between the parties in accordance with Iowa Code Chapter 20.

RATIFICATION

This Addendum has been ratified by the Atlantic Community School District Board of Education on _____, 2026, and by the Atlantic Education Association on _____, 2026.

The parties, by their authorized representatives below, agree to the terms of this Salary Addendum.

ATLANTIC COMMUNITY SCHOOL DISTRICT		ATLANTIC EDUCATION ASSOCIATION
Josh McLaren, Board President Atlantic Community School District		<u>MIKE McDERMOTT</u> , President Atlantic Education Association
		
Date <u>06-23-26</u>		Date <u>6-23-26</u>
Beth Johnsen, Superintendent Atlantic Community School District		_____, Chief Negotiator Atlantic Education Association
Date		Date