

Master Contract

Between the

Springville Education Association

And the

Springville Community School District

For the

2026-2027 School Year

Dated: 5/20/2026

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
1	Recognition.....1
2	Employee Rights1
3	Association Rights..... 2
4	Leaves of Absence..... 2-4
5	Employee Work Year.....4
6	Employee Hours..... 5-6
7	Preparation Time..... 6
8	Supplementary Pay.....6-7
9	Wages and Salaries.....7-8
	SCHEDULE 1 Extra Curricular Salary.....9
	SCHEDULE 2 Salary Schedule.....10
10	Compliance Clauses and Duration.....11
	Signature Page

ARTICLE 1: RECOGNITION

UNIT

The Board hereby recognizes the Springville Education Association as the certified exclusive and sole bargaining representative for all personnel set forth in the PERB certification instrument (Case N. 781) issued by PERB on November 25, 1986, whether under contract, either verbal or written, on leave, or on a per diem, hourly, or class rate basis, employed or be employed by the Board of Education of the Springville School District. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows:

INCLUDED: All full or part-time professional certified staff.

EXCLUDED: All administrative staff as follows: Superintendents and Principals, and all other persons excluded by Section 4 of the Act.

DEFINITIONS

1. The term "Board" as used in this agreement, shall mean the Board of Education of the Springville School District or its authorized representatives.
2. The term "Employee" as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association" as used in this agreement, shall mean the Springville Education Association or its duly authorized representatives or agents.

ARTICLE 2: EMPLOYEE RIGHTS

RIGHTS AND PROTECTION IN REPRESENTATION

The Board, pursuant to Chapter 736A of the Code of Iowa and the Public Employment Relations Act of 1974, hereby agrees that every employee of the Board shall have the right to freely choose to organize, join, and support the Association for the purpose of engaging in negotiations and other concerted activities for mutual aid and protection. The Board further agrees that it shall not directly or indirectly discourage, encourage, deprive or coerce any employee in the enjoyment of any rights conferred by this agreement, laws of Iowa, or the Constitution of Iowa and the United States; that it shall not discriminate against any employee with respect to hours, wages, or terms and conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, or his/her institution of any grievance, complaint or proceedings under this agreement or law or otherwise with respect to any terms or conditions of employment.

STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under Iowa School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided by law.

ARTICLE 3: ASSOCIATION RIGHTS

A. USE OF FACILITIES

The Association and its members shall have the right to make use of school buildings and facilities at all reasonable hours for meetings and any equipment, including typewriters, computers, other duplicating equipment, any digital media, and all types of audio visual equipment when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use. Meetings shall be scheduled with the principal of the building.

B. COMMUNICATIONS

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounges and workrooms, but not in areas open to the public or students. The Association may use the district mail service, including email, and employee mailboxes for communications to employees.

C. ACCESS TO INFORMATION

The Association shall be furnished on request, regularly and routinely prepared information concerning the financial condition of the school including annual financial report and adopted budget. In addition, the Board and the Administration will grant reasonable requests for other readily available and pertinent information, which may be relevant to negotiations and/or the processing of grievances. The Association will also be furnished, copies of the Board Agenda for upcoming Board meetings and minutes of past meetings.

ARTICLE 4: LEAVES OF ABSENCE

A. PAID LEAVE

1. SICK LEAVE

Employees shall be entitled to sick leave, granted in minimum units of one quarter day, at a rate of ten (10) days the first year, eleven (11) days the second year, twelve (12) days the third year, thirteen (13) days the fourth year, fourteen (14) days the fifth year, fifteen (15) days every year thereafter. Unused sick leave days shall be accumulated from year to year with a maximum limit of 105 days.

An employee eligible for paid sick leave due to childbirth will be granted equivalent sick leave for an adoption. Three (3) days of paid paternity leave for eligible employees to be used within two weeks of the baby's birth or adoption.

The individual's accumulated sick leave information will be available on or before the last school day of each school year. Once an employee accumulates 90 days, his/her new allocation will be used before tapping into the accumulated total of 90 days.

Family Illness

In the case of illness of a member of the immediate family within the household or a parent, child, mother-in-law or father-in-law, a teacher may be granted sick leave at the discretion of the administrator for a period not to exceed seven (7) working days per school year.

2. PERSONAL LEAVE

Two (2) days of personal leave will be granted per year without loss of pay. Personal leave shall be granted in units of not less than one half (1/2) day. Unused personal days may be "donated" to another certified employee who has used their quota of sick leave and personal leave for emergencies or catastrophes as per administrative procedure.

The administration shall control their use in order that the operation of the school not be adversely affected by undue numbers of staff absent.

At the end of the school year certified employees will have the ability to carry over one (1) unused personal day for a total possible of three (3) days in a given year or personal days will be paid out at the district substitute pay rate.

3. BEREAVEMENT LEAVE

Five (5) days leave: Up to five days of bereavement leave at any one time will be granted to the employee upon the death of the employee's spouse/partner, child, parent, brother, sister, father-in-law and mother-in-law, son-in-law, and daughter-in-law. In the event of more time being needed, personal days of leave may be used according to A.2 above.

Three (3) days leave: Up to three days of bereavement leave at any one time will be granted to the employee upon the death of the employee's grandparent, sister-in-law, brother-in-law, or grandchild. In the event of more time being needed, personal leave may be used according to A.2 above.

A maximum of one (1) day may be granted for the death of a close friend or other relative not listed above.

4. JURY DUTY

An employee who is called for jury duty shall be excused from work on the days which he/she serves or is required to appear. He/she shall receive, for each day of jury duty, a day's pay less any amounts received by the employee from other sources for such absence, provided the employee furnished satisfactory evidence that jury duty was performed on the days for which he/she claims payment. Any mileage reimbursement received by an employee shall be exempt from this provision.

When an employee is excused from jury duty, either temporarily or permanently, on any working day, the employee shall complete any remaining hours of his/her working day if required.

5. PROFESSIONAL LEAVE

A teacher who is absent from his/her regular instructional duties for the purpose of attending conferences or professional meetings or visiting to view other instructional techniques or programs must have the approval of the Superintendent or his/her representative in advance of the meeting. The employee will be reimbursed for expenses, as approved prior to the leave, if evidenced by receipt for said expenses.

6. ASSOCIATION LEAVE

Up to two (2) days shall be available for representatives of the Association to attend conferences, conventions, or other activities of the local, state and national affiliated organizations. The Association will pay the cost of the substitute. If in the future the number of days allowed is increased, the method of payment shall be renegotiated.

B. OTHER LEAVES

1. Any other leaves of absence with or without pay may be granted at the discretion of the Superintendent or his/her representative for good reason. An employee on leave of absence shall notify the district of their intent to return to the district by March 1st. Leave that is granted shall be granted in writing.
2. When an employee returns from a leave of absence, he/she shall return to a position of like status. The employee shall receive credit for the total number of unused sick leave days accumulated prior to the beginning of the leave, in addition to days allowed for the year the employee returns.
3. While on unpaid leave, other than FMLA (Family Medical Leave Act) leave, the employee shall have the opportunity to continue all fringe benefits for one (1) year at the employee's own expense provided the insurance companies agree.
4. An employee shall be entitled to all raises and increments upon return if the employee serves at least one hundred twenty (120) days of the school year. One hundred twenty (120) day period need not be continuous.
5. Extensions to leaves with or without pay for up to one (1) year may be granted upon the request of the employee, pursuant to the procedure in B.1 above.

ARTICLE 5: EMPLOYEE WORK YEAR

A. IN-SCHOOL WORK YEAR

1. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, in-service/work days, parent teacher conferences, and any other days for which employee attendance is required.

2. The in-school work year for teachers shall not exceed one hundred ninety (190) work days.

B. HOLIDAYS

The following holidays shall be paid during the year:

Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day.

ARTICLE 6: EMPLOYEE HOURS

A. WORKDAY

1. Length of Day

The total in-school workday shall consist of not more than eight (8) hours.

2. Arrival and Dismissal Time

The workday shall start no earlier than 7:30 a.m. local time and end no later than 4:00 p.m. local time. The starting time and dismissal times, which may vary from school to school, and from employee to employee, shall be determined annually by the Board or its designee.

Employees may be excused early by the building principal. On Fridays or on days preceding holidays or vacations which are not in-service/workdays, the employee's day shall end after the buses leave. On Friday in-service/workdays, the employee's day shall end at the same time as it would on a regular Friday.

3. The Administration shall determine when adverse weather is severe enough to pose a threat to the health and safety of the employees in performing their duties. When the Administration determines that there is adverse weather, it may allow employees to arrive late to work or leave after the buses depart.

B. LUNCH PERIODS

Employees shall have a daily, uninterrupted, duty-free lunch period equal to the student's lunch period at their respective building assignment.

1. Leaving the Building

Employees may leave the building without requesting permission during their scheduled duty-free lunch periods, and with permission during their preparation time. Teachers must notify the office of their intent to leave the building.

C. MEETINGS

Faculty

Employees may be required to remain after the end of the regular workday without additional compensation, for the purpose of attending faculty meetings four (4) days each month. Such meetings shall begin no later than thirty (30) minutes after the student dismissal time and shall run for no more than sixty (60) minutes. If additional time is needed, students shall be dismissed early. Meetings shall not be called on Fridays or on any day immediately preceding any holiday or other day which teacher attendance is not required at school.

Notice and Agenda

The notice of an agenda for any meeting shall be given to the employees involved at least one (1) day prior to meetings, except in an emergency. Employees shall have the opportunity to suggest items for the agenda.

Evening Meetings/Assignments

Employees may be required to attend no more than four (4) evening mandatory meetings or assignments each school year without additional compensation. This would exclude unpaid class or club sponsors or chaperone for activities. In addition to the above, employees may be assigned up to four (4) duties for athletic events only after employees have had an opportunity to volunteer for these assignments. After the first two (2) duties employees will be paid fifteen dollars (\$15.00) per event. If there are no volunteers, employees will be assigned. Compensatory time off for an evening assignment shall exclude said assignment from this Article.

ARTICLE 7: PREPARATION TIME

1. Classroom employees shall, in addition to their lunch period, have daily preparation time during which they shall not be assigned to any other duties. Middle School and High School Teachers – one (1) prep period; Elementary teachers - one-half hour (1/2) or one (1) class period.
2. It is desirable for each employee to have an uninterrupted preparation period each day. The practice of using a regular employee as a substitute, depriving him/her of their preparation period is undesirable. In those cases where regular substitutes are not available, regular employees who volunteer may be used as substitutes during their preparation period. In the absence of volunteers, the administration may assign an employee to serve as a substitute. Such coverage shall be arranged by the principal of the school and shall be distributed equally as possible among the employees of the building.
3. In cases where a teacher needs to miss classes for personal reasons and has the approval of the administration, that teacher may make a swap agreement with other teachers to cover the classes missed.
4. In cases where a teacher must leave classes for school business (field trips, athletic events, etc.) or emergencies, the school will be responsible for covering the classes and financially liable.
5. Classes may be assigned to study hall by the administration only.
6. The librarian may be assigned classes and the librarian will have, with approval of the building principal, the option of holding the class in the library or closing the library and going to the classroom.

ARTICLE 8: SUPPLEMENTARY PAY

A. EXTRA-CURRICULAR ACTIVITIES

1. The Board and Association agree that the extra-curricular activities listed in Schedule 1 are official school-sponsored activities covered by school agreement.
2. Employee participation in extra-curricular activities shall be compensated according to the rate of pay in Schedule 1 of this agreement.

B. EXPERIENCE

1. Any employee assigned extra-curricular activities shall receive up to three (3) years of experience when coming into the school system if she/he has held a similar post in another system.

C. SPECIAL ASSIGNMENTS

1. Assignments in adult education and summer school courses shall not be obligatory but shall be with the consent of the employee. Preference in making such assignments shall be given to continuing regularly employed employees in the classification and on a certification basis.

ARTICLE 9: WAGES AND SALARIES

A. METHOD OF PAYMENT

1. Each employee shall be paid in twelve (12) equal instalments on the 15th of each month.
2. Exceptions:
When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their pay on the last previous working day.
2. Employees whose contract stipulates more than 190 days of service shall be paid additional compensation. The teaching salary excluding supplemental pay shall be the base for such compensation. For each additional day of service, 1/190 of their base contract amount will be added on. Summer Driver Education is an exception to the above regulation.

B. HIRING BONUS

1. Beginning with the 2019-2020 school year, any employee hired new to the district in a teacher shortage areas may be paid a hiring bonus, based upon their F.T.E. (full-time equivalency) employee status, as follows:

- Up to and including \$2,000.00 bonus to be paid during their first full year of service to the district. This bonus will be pro-rated for hires of less than a full year.
- Up to and including \$2,000.00 bonus to be paid during their second full year of service to the district.
- Up to and including \$2,000.00 bonus to be paid during their third full year of service to the district.

C. DISTRIBUTION OF CHAPTER 284 FUNDS AS AMENDED BY HF 2612

The Springville Community School District and Springville Education Association recognize that the funds formerly distributed by Chapter 284 as Teacher Compensation Allocation (Teacher Quality) are now included in the monthly state aid payments to the school district as Teacher Salary Supplement (TSS) and that these funds shall be combined with regular wages to create one salary system. House File 2612, signed into law on March 27, 2024, establishes increased teacher minimums effective July 1, 2024. The District will allocate/implement TSS funds (Teacher Pay Compensation) using discretion and in accordance with legislation.

D. TEACHER QUALITY-PROFESSIONAL DEVELOPMENT FUNDS

1. This new amount will be allotted for the purposes of paying for or aiding teacher professional development. The distribution of this money will be determined by the Teacher Quality Committee using the following considerations: The Iowa Professional Development standards (as outlined in subsection E), equitable distribution according to FTE, money remaining in the fund, and number of previous requests.
2. Requests for TQ money shall be submitted to the committee at least six weeks in advance or with sufficient time for the regularly scheduled Committee meeting to review and address each request.
3. For the 2020-2021 school year, the Teacher Quality Committee will consist of the Teacher Leader Team and administrators
4. The duties of the Teacher Quality Committee are as follows:
 - i. Monitor the local implementation of the Teacher Quality program.
 - ii. Following the Iowa Professional Development Model, a committee of representative teachers and administrators will determine the use and distribution of professional development funds. As the legislative language states, “the use of the funds shall be balanced between the school district, attendance centers, and individual professional development plans”. Additional SF277 language also states, “The goal for the use of the funds is to provide one additional contract day or the equivalent thereof for professional development.”

All professional development plans, including district, school, and individual plans, must be aligned with the Iowa Professional Development Model including:

 - The career development of individual teachers is aligned with the Iowa Teaching Standards
 - Use of research-based instructional strategies is aligned with student needs and the district improvement goals
 - Evidence of instructional improvement components includes student achievement data, analysis, theory, classroom demonstration and practice, technology integration, observations, reflection, and peer coaching.
 - iii. Monitor professional development to ensure that it meets the school district, agency, school, and individual professional development plans.

Schedule 1
Extra curricular salary schedule
2026-27

25-26 S 36,315.00

\$37,404

[illegible]

****If the Athletic Director position is divided between two or more employees, each employee shall receive a percentage of the salary amount as divided by the Superintendent.**

Assignments will be determined by the Administration.

Supervision (help AD) MS \$25 JV \$35 Vars. \$50

SPRINGVILLE COMMUNITY SCHOOL DISTRICT
2026-2027
SCHEDULE

2026-2027
BASE - \$37,404 (Excludes TSS \$ - Refer to Article 9 C.5.)

<u>BA</u>	<u>BA+12</u>	<u>BA+24</u>	<u>BA+36</u>	<u>MA</u>	<u>MA+12</u>
\$37,404	\$38,158	\$38,912	\$39,666	\$40,874	\$41,628

ARTICLE 10: COMPLIANCE CLAUSES AND DURATION

A. COMPLIANCE BETWEEN INDIVIDUAL CONTRACTS AND COMPREHENSIVE AGREEMENT

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement.

B. 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 law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law and the Board and the Association upon mutual agreement shall enter into immediate negotiations to replace said provision. All other provisions or applications shall continue in full force and effect.

C. CONSOLIDATION OF SCHOOL DISTRICTS

If the Springville Community School District is merged or consolidated with another District(s), the Board and the Association agree to meet to discuss procedures to represent faculty rights granted under the existing contract.

D. PRINTING AGREEMENT

Copies of this agreement shall be printed at the expense of the Board. The agreement shall be presented to all employees now employed. If requested, the Board shall provide the Association with up to 10 additional copies.

E. NOTICES

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by letter or verbal communication to the following designated officers.

1. If by Association, to the Board SPRINGVILLE COMMUNITY SCHOOLS
400 ACADEMY ST.
SPRINGVILLE, IOWA 52336
2. If by Board, to the Association SPRINGVILLE COMMUNITY SCHOOLS
400 ACADEMY ST.
SPRINGVILLE, IOWA 52336

F. DURATION PERIOD

This agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2027, on everything contained in this contract.

SPRINGVILLE COMMUNITY SCHOOL DISTRICT
WEDNESDAY, MAY 20, 2026

SPRINGVILLE MISSION STATEMENT



We instill a lifelong love of learning and promote the achievement of the individual within a positive learning climate. At Springville expectations are cooperatively set by school personnel, students, families, and the community.

SPRINGVILLE CSD/SPRINGVILLE SEA AGREEMENT 2026-27

- The Springville CSD proposes a 3.0% base wage increase with a 3.09% total package increase.
- **Duration:** This agreement shall be effective from the 1st day of July, 2026 and shall continue in force and effect until the 30th day of June, 2027. Base wages will be negotiated annually.
- The District will cover the annual cost of Health Insurance premium increases, covering a full single policy for certified employees.

Explanations on the attached costing TA sheet:

(C) 5 - Salary Cost \$ Change - \$61,524 this is the increased \$ amount from last year's salary cost to this year's proposed salary cost. The TA form does not include State TSS funding.

(D) 5 - Salary Cost (Base Wage) % Change – 3% - this is the % increase from last year's base wage cost to this year's proposed base wage cost.

(C) 6 - XCurr-XDuty Pay \$ Change - \$3,797- this is the increased cost to extra-curricular salaries.

(C) 11 - Total Package \$ Change - \$92,680 - this is the increased \$ amount from last year's total package, which includes: salaries; insurance benefits; FICA; and IPERS to this year's proposed total package. The district received a 4.69% health insurance premium increase in 2026-27.

(D) 11 - Total Package % Change – 3.09% - this is the % increase from last year's total package cost to this year's proposed total package cost, which includes benefits.

The district will receive \$36,178 new money for the 2026-27 school year due to the 2% State Supplemental Aid set by the Iowa legislature.

Dental Insurance – The District received a 3% increase in premium for the dental insurance plan, which the District will cover 100%.

Education and Years of Service Banding – The District honored years of professional service and education hours for 2026-27.

Upon approval, Board Secretary Stacey Matus will send the 2026-27 TA Survey Form to ISEA and IASB.

AGREEMENT FOR 2026-27

 6/30/26

Springville CSD/Date

 6/29/20

Springville SEA/Date