

Appendix D

MASTER CONTRACT

Between

BENTON COMMUNITY SCHOOL DISTRICT

and the

BENTON COMMUNITY EDUCATION ASSOCIATION

Effective

**FOR FISCAL YEAR 2025-2026
YEAR 1 OF A 5-YEAR CONTRACT**

JULY 1, 2025 - JUNE 30, 2030



Quality Education for a Lifetime of Learning

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ARTICLE I

GRIEVANCE PROCEDURE

A. Definition

A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

B. Purpose and Procedure

1. The purpose of this procedure is to secure, at the earliest possible level, equitable solutions to the problems, which may from time to time arise under this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.
2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of an employee or the Association to act on any grievance will amount to a waiver of the alleged grievance and act as a bar to further appeal of the grievance. An administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual agreement.
3. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or his/her representative(s) shall be conducted so as to result in no interference or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff. The administration shall determine whether an interference has occurred under this paragraph.
4. All grievances must be presented within seven (7) working days following knowledge of the date of occurrence of the event giving rise to the grievance.
5. Every employee covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures.
6. At all steps of the grievance after the informal discussion, the Association and Administration shall have the privilege to have representatives to attend any meeting required to resolve the grievance.
7. An attempt shall be made to resolve any grievance under this Article through an informal discussion between the grievant and his/her building principal. At the grievant's request, the grievant may have association representation at this informal discussion.

C. **First Step**

1. If a grievance is not resolved informally, the aggrieved employee shall file the grievance in writing with the building principal within five (5) working days after the informal conference with the building principal. The written grievance shall state the nature of the grievance, spelling out the specific clause or clauses of this Agreement which have been allegedly violated, misinterpreted, or misapplied, and shall state the remedy requested.
2. Within five (5) working days after the principal receives the written grievance, a meeting at a mutually agreeable time shall be held with the aggrieved and his/her representative(s), if requested, to discuss the alleged grievance and attempt to resolve the same.
3. The principal shall have the right to have a representative or designee at the meeting. The principal, or other Board representative, shall render such a decision and communicate it in writing to the aggrieved employee and the Superintendent within ten (10) working days following the meeting between the principal and the aggrieved.

D. **Second Step**

In the event a grievance has not been satisfactorily resolved at the first (1st) step, the aggrieved, if he/she so desires, may file an appeal of the principal's answer within five (5) working days of the said written decision with the Superintendent and/or his/her representative. Within ten (10) working days after the written grievance is filed, the aggrieved, the representative of the aggrieved, if desired, and the Superintendent shall meet in an attempt to resolve the grievance. The Superintendent and/or his/her representative shall file an answer within ten (10) working days of the second (2nd) step grievance meeting and communicate it in writing to the employee, the principal, and the representative of the employee. The decision of the Superintendent shall be final and binding.

E. **Other**

1. The Association pledges itself to make every effort to maintain unimpaired educational services to the community. The Association shall make every effort to participate in preventing members of the bargaining unit to strike, slow down, disrupt, impede or otherwise impair the normal functions of the School Board or to refuse to perform any customarily assigned duties for the Board, nor shall any employee participate in such prohibited activity. The occurrence of any such prohibited activities by the Association, employee or employees shall be deemed illegal, and a violation of this Agreement.
2. Upon notification by the Board to the Association that certain of its employees are engaged in a violation of the Article, the Association shall disavow such violations and shall immediately in writing order such employee's return to work as promptly as possible. Failure of the Association to issue the orders and take

action required herein shall be considered in determining whether or not the Association caused or authorized the strike or other prohibited activity.

3. Any or all of the employees who violate any of the provisions of this Article may be discharged or disciplined by the Board, including loss of compensation or disciplined by a proceeding involving breach of these provisions; the sole question to be determined is whether the employee engaged in the prohibited activity.
4. 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 building principal and the processing of such grievance shall begin at the First Step. The Association may process the grievance procedure and the number of days indicated at each level apply to such grievance.
5. At any step of the grievance procedure, either party may request the presence of any employee that is affected by the grievance. If the grievance affects a group of employees, the presence of any and/or all such employees may be required.
6. Participation in the grievance procedure shall not subject any representatives, or any member of the Association, or any other participant to reprisals of any kind solely because of such participation.
7. 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 a personnel file of any of the participants.
8. All hearings under procedure, shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred in this Article.
9. All grievances processed outside the employee's work day unless otherwise agreed to by the Superintendent or his/her designee.

ARTICLE II

LEAVES OF ABSENCE

A. Sick Leave

1. Employees covered under this Agreement shall be granted leave of absence or personal illness or injury, as prescribed by the Statutes of Iowa, in the following amounts:

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

If an employee is on an extended contract, he/she shall be entitled to one (1) additional sick leave day for each month of twenty (20) working days beyond the normal contract.

2. The above amounts shall only apply to consecutive years of employment in the District, and any unused portion may be accumulated to a maximum total of one hundred twenty (120) days. The Board shall, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence.
3. Seven (7) days per year of absence in the case of illness, hospitalization, or surgery of a family member of the employee's immediate family (spouse, children, grandchildren, parents, grandparents, siblings, or legal dependents) will be allowed and charged to sick leave. Any additional days needed for this purpose will be charged to personal leave or special leave as approved by the Superintendent or his/her designee.
4. An employee may use six (6) weeks of the employee's available sick leave as paid leave due to pregnancy, childbirth, or a related condition if the employee provides the appropriate documentation from her health care provider stating the leave is necessary for the health of the employee. The employee must submit said request to the superintendent no later than two (2) weeks prior to the use of the additional available sick leave. An employee may use additional available sick leave as paid maternity leave following the birth of the child, if the employee provides the required documentation from her health care provider. Any maternity leave will begin to run following the birth of the child, but no paid leave will be deducted if an employee is not required to report to work.
5. Any employee returning from illness, whether or not sick leave benefits have been paid, may be required to furnish a physician's certificate of health prior to returning to work. If the employee exhausts all of his/her accumulated and current sick leave, and has not been released by his/her doctor to return to work, the situation will be handled as leave without pay. The employee's pay will consequently be withheld on a per diem basis until he/she returns to work.
6. All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reasons, except for recall, see Article X, Paragraph G, of this contract.
7. When an employee will be absent from work he/she shall give notice to the principal or the person designated by the Superintendent to receive such notice. If the absence is for consecutive days, the Superintendent or representative shall be notified of the return of the employee.
8. Sick leave shall not be granted for elective surgery or other such illnesses, or for leaves for which reasonable evidence cannot be shown confirming the necessity of sick leave absence.

B. Personal Leave

1. Two (2) days of personal leave will be granted without prior approval; however, all requests for personal leave must be filed with the Superintendent or his/her designee at least one (1) week in advance of the date requested, except in extenuating circumstances.

2. Personal leave shall not be granted during the first (1st) two (2) weeks or the last two (2) weeks of the school year, or to extend vacations or holidays, except under extenuating circumstances, at the sole discretion of the Superintendent or designee. Personal leave shall not be granted in units less than one-half (1/2) day.
3. Personal leave shall not be granted on an in-service or professional development day except in extenuating circumstances at the sole discretion of the superintendent.
4. Personal leave shall be granted to not more than two (2) employees per elementary attendance center per day, and to not more than four (4) employees at the secondary attendance center per day. Additional requests per attendance center per day may be considered and granted at the sole discretion of the superintendent.
5. Employees may choose to carry over one unused personal day to the following year, resulting in no more than three (3) days in any year.
6. Teaching staff can opt to be paid for unused personal days at \$125.00/day for up to 2 days in an academic year, whole-day increments only. Any remaining days will be carried forward to the next school year. Teachers are required to use and submit district provided forms or the process outlined, by the deadline announced in May, to request unused personal days.

C. **Professional Leave**

Professional leave for attendance of educational meetings or visiting other schools may be permitted at full pay if such attendance is approved by the Superintendent or his/her designee. Requests for professional leave must be filed in writing with the Superintendent or his/her designee, at least ten (10) days prior to the first (1st) day of the anticipated attendance, except in extenuating circumstances. Employees may be reimbursed for expenses related to the attendance of such meetings as designated by the Superintendent or his/her designee. The cost of substitutes may also be paid by the District if approved by the Superintendent or his/her designee.

D. **Funeral Leave**

In case of necessary absence of a regular employee to attend or make arrangements for a funeral of a member of the employee's immediate family (spouse, children, sister, brother, parent or parent-in-law, legal dependent or legal guardian), such employee will be paid for scheduled time lost to and including the day of the funeral, but not to exceed five (5) non-consecutive school days, to be used within thirty (30) days of the requested leave. Three (3) days of funeral leave shall be granted for the purpose of attending the funeral in the event of the death of a brother-in-law, sister-in-law, daughter-in-law, son-in-law, or a grandparent or grandchild. One (1) day of funeral leave shall be granted for the purpose of attending the funeral in the event of the death of other persons.

E. **Jury Duty**

1. An employee called for jury duty during school hours or who is required to appear in court by a subpoena shall be provided such time without the loss of pay. Any per diem fees the employee receives during such leave shall be turned over to the district.

2. When an employee is excused from jury duty, either temporarily or permanently on any working day, the employee shall report to work and shall complete any remaining hours of the working day if required.

F. **Special Leave**

An employee may be granted leave of absence with or without pay at the sole discretion of the Superintendent or his/her designee.

G. **Association Leave**

The Association shall be granted a total of seven (7) days of leave for the purpose of allowing designated members to conduct Association business. Requests for the use of these leave days will be made by the President of the Benton Community Education Association at least one (1) week in advance of the necessary absence. The cost to the District for the substitute teacher will be paid by the Association. **This leave may not be used for political purposes.**

H. **General Provisions on Leave of Absence**

1. A leave of absence will not be granted for the purpose of allowing the employee to enter the employ of another employer, to seek other employment, or to enter into or engage in self-employment. Acceptance of any type of employment for wages or profit during paid leave of absence will be proper cause for discharge.
2. An employee who gives the board a false reason to obtain a leave of absence will be subject to discharge.
3. An employee returning to work after a serious illness or injury may be required by the Board to undergo a medical examination to determine whether the employee is physically and mentally qualified to return to work.
4. Failure of an employee to return to work at the end of an authorized leave of absence period, or extension thereof, will automatically terminate the employee's relationship with the Board, except under extenuating circumstances which the Board may require the employee to substantiate or unless the Board determines otherwise.
5. All absences other than those enumerated under the above leave provisions will result in loss of pay as per contract.

I. **Family Medical Leave**

Employees of the District are entitled to family and medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act. No provision of the Act is diminished by the inclusion of this provision in this contract nor are the pre-existing family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

J. **Adoption Leave**

1. A maximum of (five) 5 days of paid leave will be granted by the Superintendent or his/her designee for adoption procedures.
2. An additional fifteen (15) days of paid leave will be granted by the Superintendent or his/her designee for the adoption of a child who has not yet entered K-12 school.
3. All applicable paid leave must be used prior to adoption leave.

ARTICLE III
COMPLIANCE CLAUSES AND DURATION OF AGREEMENT

A. Separability

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

B. Printing Agreement

A copy of the collective bargaining agreement shall be posted on the Benton Community School District website and on the individual building servers for all personnel to access. Two (2) paper copies shall be available in each building.

C. Finality and Effect of Agreement

1. This Agreement supersedes and cancels all previous agreements and practices between the Board and the Association or any employee, unless expressly stated to the contrary herein and constitutes the entire agreement between the parties, and concludes collective bargaining for its term.
2. The parties acknowledge that during the negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right which might otherwise exist under law to negotiate over any matter during the terms of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this or with respect to subject or matter not specifically referred to or covered in this Agreement, even though such subject matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

D. Duration Period

This Agreement shall become effective as of July 1, 2025, and shall be in full force and effect through June 30, 2030, except that the parties may negotiate wages and language effective for the 2026-2027 school year and may negotiate wages only effective for the 2027-2028 school year and each subsequent year of the Agreement.

E. Procedures of Negotiations

1. Modification of Current Agreement-Negotiations may be reopened by mutual agreement on the current contract if either party gives a written notice of request to negotiate because of a serious error or omission in the contract.
2. Successor Agreement-Either party may give written notice to the other to negotiate a Successor Agreement not less than one hundred fifty (150) days prior to the District's Budget Certification date, as established by the Code of Iowa, or September 15th, whichever is later.

STEP	SCHEDULE A						
	BA A	BA+12 B	BA+24 C	MA D	MA+15 E	MA+30 F	MA+45 G
1	35500	37097.5	38695	40292.5	42600	44375	46150
TSS	6235	6265.38	6295.38	6336.25	6370	6403.75	6437.5
Additional TSS	8265	6637.12	5009.62	2838.75	1030		
Combined Salary	50000	50000	50000	50000	50000	50778.75	52587.5
Supplemental % (BA Step)	36175						
2	36565	38162.5	39760	41890	43665	45440	47215
TSS	6255.25	6285.63	6316	6356.5	6390.25	6424	6457.75
Additional TSS	7179.75	5551.87	3924	1753.5			
Combined Salary	50000	50000	50000	50000	50055.25	51864	53672.75
Supplemental % (BA Step)	37260						
3	37630	39227.5	40825	42955	44730	46505	48280
TSS	6275.5	6305.88	6336.25	6376.75	6410.5	6444.25	6478
Additional TSS	6094.5	4466.62	2838.75	668.25			
Combined Salary	50000	50000	50000	50000	51140.5	52949.25	54758
Supplemental % (BA Step)	38346						
4	38695	40292.5	41890	44020	45795	47570	49345
TSS	6295.75	6326.13	6356.5	6397	6430.75	6464.5	6498.25
Additional TSS	5009.25	3381.37	1753.5				
Combined Salary	50000	50000	50000	50417	52225.75	54034.5	55843.25
Supplemental % (BA Step)	39431						
5	39760	41357.5	42955	45085	46860	48635	50410
TSS	6316	6346.38	6376.75	6417.25	6451	6484.75	6518.5
Additional TSS	3924	2296.12	668.25				
Combined Salary	50000	50000	50000	51502.25	53311	55119.75	56928.5
Supplemental % (BA Step)	40516						
6	40625	42422.5	44020	46150	47925	49700	51475
TSS	6336.25	6366.63	6397	6437.5	6471.25	6505	6538.75
Additional TSS	2838.75	1210.87					
Combined Salary	50000	50000	50417	52587.5	54396.25	56205	58013.75
Supplemental % (BA Step)	41601						
7	41890	43487.5	45085	47215	48990	50765	52540
TSS	6356.5	6386.88	6417.25	6457.25	6491.5	6525.25	6559
Additional TSS	1753.5	125.62					
Combined Salary	50000	50000	51502.25	53672.25	55481.5	57290.25	59099
Supplemental % (BA Step)	42687						
8	42955	44552.5	46150	48280	50055	51830	53605
TSS	6376.75	6407.13	6437.5	6478	6511.75	6545.5	6579.25
Additional TSS	668.25						
Combined Salary	50000	50959.63	52587.5	54758	56566.75	58375.5	60184.25
Supplemental % (BA Step)	43772						
9	44020	45617.5	47215	49345	51120	52895	54670
TSS	6397	6427.38	6457.75	6498.25	6532	6565.75	6599.5
Additional TSS							
Combined Salary	50417	52044.88	53672.75	55843.25	57652	59460.75	61269.5
Supplemental % (BA Step)	44857						
10	45085	46682.5	48280	50410	52185	53960	55735
TSS	6417.25	6447.63	6478	6518.5	6552.25	6586	6619.75
Additional TSS							
Combined Salary	51502.25	53130.13	54758	56928.5	58737.25	60546	62354.75
Supplemental % (BA Step)	45942						
11	46150	47747.5	49345	51475	53250	55025	56800
TSS	6437.5	6467.88	6498.25	6538.75	6572.5	6606.25	6640
Additional TSS							
Combined Salary	52587.5	54215.38	55843.25	58013.75	59822.5	61631.25	63440
Supplemental % (BA Step)	47028						
12	47215	48812.5	50410	52540	54315	56090	57865
TSS	6457.75	6488.13	6518.5	6559	6592.75	6626.5	6660.25
Additional TSS							
Combined Salary	53672.75	55300.63	56928.5	59099	60907.75	62716.5	64525.25
Supplemental % (BA Step)	48113						
13	48280	49877.5	51475	53605	55380	57155	58930
TSS	6478	6508.38	6538.75	6579.25	6613	6646.75	6680.5
Additional TSS	7242	5614.12	3986.25	1815.75	7		
Combined Salary	62000	62000	62000	62000	62000	63801.75	65610.5
Supplemental % (BA Step)	49198						
14		51475	53072.5	55302.5	57077.5	58852.5	60627.5
TSS		6538.75	6569.13	6609.63	6643.38	6677.13	6710.88
Additional TSS		3986.25	2358.37	87.87			
Combined Salary		62000	62000	62000	63720.88	65529.63	67338.38
15			54670	56925	58700	60475	62250
TSS			6599.5	6640	6673.75	6707.5	6741.25
Additional TSS			730.5				
Combined Salary			62000	63565	65373.75	67182.5	68991.25
16			57202.5	58547.5	60322.5	62097.5	63872.5
TSS			6629.88	6670.38	6704.13	6737.88	6771.63
Additional TSS							
Combined Salary			63832.38	65217.88	67026.63	68835.38	70644.13
17				60702.5	62477.5	64252.5	66027.5
TSS				6710.88	6744.63	6778.38	6812.13
Additional TSS							
Combined Salary				67413.38	69222.13	71030.88	72839.63
18				64607.5	66387.5	68167.5	69747.5
TSS				6751.38	6785.13	6818.88	6852.63
Additional TSS							
Combined Salary				71358.88	73172.63	74986.38	76600.13
EXT	48280	51475	57202.5	64607.5	66387.5	68167.5	69747.5
TSS	6478	6538.75	6629.88	6751.38	6785.13	6818.88	6852.63
Additional TSS	7242	3986					
Combined Salary	62000	62000	63832.38	71358.88	73172.63	74986.38	76600.13
Supplemental % (BA Step)	49198						

SCHEDULE B
SUPPLEMENTAL SALARY SCHEDULE

All salaries for supplemental pay will be based on the percentage of the B.A. experience salary step (total salary of combined schedules) for each specific activity assigned. Prior experience will not transfer from one (1) supplementary assignment to another assignment, however, prior experience will transfer from one (1) supplementary assignment to another assignment within the same or a related sport.

<u>ACTIVITY</u>	<u>% OF THE BASE</u>
<u>ART CLUB SPONSOR</u>	<u>6.0</u>
<u>ASSISTANT FFA SPONSOR</u>	<u>6.0</u>
<u>AUDITORIUM MANAGER</u>	<u>4.0</u>
<u>BASEBALL</u>	
Head Varsity	12.5
Varsity Assistant Baseball	9.5
<u>BASKETBALL</u>	
Head Varsity	12.5
Assistant Varsity	9.5
Head 8 th	7.0
Assistant 8th	6.5
Head 7 th	7.0
Assistant 7th	6.5
<u>BOWLING</u>	<u>10.0</u>
<u>BUILDING TECHNOLOGY SUPPORT TEACHER</u>	<u>5.0</u>
<u>CHEERLEADING</u>	
Head Senior High	6.5
Assistant Cheerleading Coach	4.0
7-8	3.0
<u>COLOR GUARD</u>	<u>7.0</u>
<u>CROSS COUNTRY</u>	
Boys	7.0
Girls	7.0
Both Boys and Girls	12.5
Assistant Cross Country	9.0
<u>DECA COORDINATOR</u>	<u>6.0</u>
<u>DRAMATICS</u>	
Senior High Speech	10.0
Assistant Senior High Speech	5.5
Senior High Dramatics (per production)	10.0
Assistant Senior High Dramatics (per production)	5.5
Middle School Dramatics (per production)	3.0
Choreographer	3.0
Thespians	4.0
<u>DRILL/DANCE SPONSOR</u>	<u>5.5</u>
<u>DRUM LINE DIRECTOR</u>	<u>4.5</u>
<u>ELEMENTARY YEARBOOK</u>	<u>4.0</u>
<u>FAMILY CAREER COMMUNITY LEADERS OF AMERICA</u>	<u>8.0</u>
<u>FOOTBALL</u>	
Head Varsity	12.5
Assistant Varsity	10.0
Head 8th	7.0
Assistant 8th	6.5
Head 7th	7.0
Assistant 7th	6.5
<u>FUTURE FARMERS OF AMERICA</u>	<u>12.0</u>
<u>GOLF</u>	
Head Boys	12.5
Head Girls	12.5
Assistant	9.0

<u>ACTIVITY</u>	<u>% OF THE B.A.</u>
<u>INDUSTRIAL ARTS CLUB</u>	
Senior High	1.5
<u>INSTRUMENTAL MUSIC ACTIVITIES</u>	
Senior High School	12.0
HS Marching Band	5.0
Assistant HS Marching Band	4.0
Asst. Senior High/Head Middle School	10.0
<u>JUNIOR CLASS ADVISOR (2)</u>	2.0
Elementary	3.0
<u>MOCK TRIAL</u>	1.0
<u>NATIONAL HONOR SOCIETY</u>	6.0
<u>ROBOTICS COACH</u>	6.0
<u>SENIOR CLASS ADVISOR (1)</u>	1.0
<u>SKILLS USA COORDINATOR</u>	6.0
<u>SOCCER</u>	
Boys Head Varsity	12.5
Girls Head Varsity	12.5
Boys Assistant Varsity	9.0
Girls Assistant Varsity	9.0
<u>SOFTBALL</u>	
Head Varsity	12.5
Varsity Assistant Softball	9.5
<u>SPANISH CLUB</u>	6.0
<u>STUDENT COUNCIL</u>	
High School	6.0
Middle School	2.0
Elementary	1.5
<u>TRACK</u>	
Head Varsity	12.5
Assistant Varsity	10.0
Head 7-8	7.0
Assistant 7-8	5.5
<u>VOCAL MUSIC ACTIVITIES</u>	
Vocal Music (7-12)	12.0
Assistant 7-12 Vocal	10.0
Head High School Show Choir	5.0
Assistant High School Show Choir	4.0
Head Middle School Show Choir	3.0
Elementary	3.0
<u>VOLLEYBALL</u>	
Head Varsity	12.5
Assistant Varsity	9.5
Head 7-8	7.0
Assistant 7-8	6.5
<u>WRESTLING</u>	
Boys Head Varsity	12.5
Girls Head Varsity	12.5
Assistant Varsity	9.5
Head 7-8 Wrestling/Assistant Varsity	9.5
Assistant 7-8	5.5
<u>WEIGHT ROOM SUPERVISION</u> - Total of \$4,800 for the year.	
<u>WEIGHT ROOM COORDINATOR</u>	5.0
<u>WEB PAGE COORDINATOR</u>	8.0
<u>YEARBOOK</u>	
Middle School	4.0
High School	8.5

SCHEDULE C

NURSES' SALARY SCHEDULE

DEGREE - One Hundred percent (100%) of BA experience salary step.

RN - Ninety percent (90%) of BA experience salary step.

LPN - Seventy percent (70%) of BA experience salary step.

Upon receipt of the notice, the Negotiation Team representing the Board and the Negotiating Team representing the Association shall meet for the purpose of negotiating whenever a mutually agreeable meeting time can be established.

3. Automatic Renewal of Agreement - If neither party notifies the other of its intent to negotiate a Successor Agreement by the date stated in 2. above, the current Agreement shall automatically continue in force and to be in effect for equivalent periods as shown in (D) above.

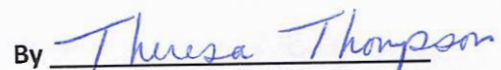
This agreement is executed and agreed upon this 4th day of June, 2025.

**BENTON COMMUNITY
EDUCATION ASSOCIATION**
Association

By 
President

By 
Chief Negotiator

**BENTON COMMUNITY
SCHOOL DISTRICT**
Board of Education

By 
President

By 
Chief Negotiator