AGREEMENT

BETWEEN

CLEAR CREEK AMANA EDUCATION ASSOCIATION

AND

CLEAR CREEK AMANA COMMUNITY SCHOOL DISTRICT

FOR THE 2025-2026 SCHOOL YEAR

Article I: Recognition

A. Unit: The Employer recognizes the Clear Creek Amana Education Association as the certified and exclusive sole bargaining representative for personnel. The unit described in the above certification is as follows:

a. Included:

i. Classroom teachers - those teachers who are under a contract with the School District, including specifically assigned coaching positions.
ii. Counselors
iii. Instructional Coaches
iv. Interventionist
v. School Nurses
vi. School Social Workers/Therapists
vii. Librarians - certified
viii. TAP Coordinator

b. Excluded:

i. Superintendent
ii. Principals
iii. Assistant/Associate Principals
iv. Athletic Directors
v. Deans
vi. Educational Associates
vii. Coordinators
viii. Secretaries & Clerks
ix. Student Employees
x. Substitute Teachers
xi. Interim Teachers
xii. Head District Custodians
xiii. Full Time Custodians
xiv. Cooks
xv. Drivers
xvi. Student employees
xvii. All other personnel

B. Definitions:

a. The term "Employer" as used in this Agreement shall mean the Clear Creek Amana Community School District or its duly authorized representatives.
b. The term "Employee" as used in this Agreement shall mena all professional employees represented by this Association in the Bargaining unit as defined and certified by the Public Employment Relations Board.
c. The term "Association" as used in this Agreement shall mean the Clear Creek Amana Education Association (CCAEA) or its duly authorized representatives or agents.
d. The term "FTE" as used in this Agreement shall mean the Full-Time Equivalent.

Article II: Agreements

A. **Notices**: Whenever any notice is required to be given by either of the parties to this Agreement or in relation, the two parties will mutually agree with the disbursement of the information.

Article III: Association Rights

A. The Association shall have the right to hold meetings on School District property after regular school hours provided such meetings in no way interfere with any aspect of the instructional or extracurricular program of the Employer. Any out-of-pocket expenses to the Employer resulting from such meeting shall be borne by the Association. The time and place of all meetings shall be arranged in advance with the building principal.
B. The Association may use district technology equipment after school hours for association business. Such use shall be only when such equipment is not otherwise in use for school purposes. The Association shall pay to the Employer the cost of all materials and supplies incidental to the use of such equipment, to be documented at the time of use, such payment to be made at the end of the school year.
C. The Association shall have the right to use faculty mailboxes and email for announcements relating to the conduct of the Association business on behalf of the members of the bargaining unit
D. This agreement with any amendments shall be made available electronically by the Employer to the Association and Employees.

Article IV: Wages

Base wage: $42,129 (Increase of $1,572 over 2024-2025)

All returning employees will receive an increase in their 2025-2026 salary. The BA minimum will follow the state requirements of $50,000 with the base at $42,129 and TSS. The 12+ years of experience staff will meet the state minimum of $62,000 with the base at $54,129 and TSS. Average increase for the bargaining group was 3.79%.

Teacher Salary Supplement dollars will be distributed in an even split by FTE as determined each year according to the allocation from the State, $7,871 in 25-26.

This settlement is for the 2025-2026 school year through 2027-2028 between the District and the Association, 28% of the new money for the district in that fiscal year. The % of new money will be "reopened" if the percentage of the General Fund budget spent on teaching staff varies by + or - 2% or more from 36% of the General Fund expenditures. If more discretionary or non-categorical money becomes available through dismantling the Department of Education, the Association or the District has the right to reopen our discussions. The previous year's list of FTE should be used to calculate the Association's disbursement of the new money.

The District reserves the right to adjust the Schedule B according to District needs annually with communication to the Association.

Salary Pools:
BA, 1.00% of district base
BA +15, 1.05% of district base
MA, 1.15% of district base
MA +15, 1.20% of district base
MA +30, 1.25% of district base
MA +45, 1.30% of district base

CLEAR CREEK AMANA COMMUNITY SCHOOL DISTRICT

EXTRA DUTY SALARY SCHEDULE 2025-2026

Base Salary including TSS 50,000

			Lane
Head Coach (FB,VB,BB,WR,SB,BB)	17.00%	8,500.00	1
Asst. Coach (FB,VB,BB,WR,SB,BB)	12.00%	6,000.00	2
Head Coach (Track, Soccer)	17.00%	8,500.00	3
Asst Coach (Track, Soccer, eSports)	12.00%	6,000.00	4
Head Coach (Cross Country)	17.00%	8,500.00	5
Asst Coach (Cross County)	12.00%	6,000.00	6
Head Coach (Golf)	12.00%	6,000.00	7
Asst Coach (Golf)	7.00%	3,500.00	8
Football Cheerleading	5.00%	2,500.00	9
Basketball Cheerleading	5.00%	2,500.00	10
Wrestling Cheerleading	5.00%	2,500.00	11
Asst Dance	5.00%	2,500.00	12
Dance Director	7.00%	3,500.00	13
Speech Director	7.00%	3,500.00	14
Asst Speech Director	5.00%	2,500.00	15
Debate Coach	5.00%	2,500.00	16
Science Olympiad	5.00%	2,500.00	17
Asst Science Olympiad	3.00%	1,500.00	18
Drama Director (Play or Musical)	7.00%	3,500.00	19
Instrumental Director	17.00%	8,500.00	20
Asst Instrumental Director	12.00%	6,000.00	21
Vocal Director	17.00%	8,500.00	22
Asst Vocal Director	12.00%	6,000.00	23
Musical Director (Musical)	7.00%	3,500.00	24
Asst Musical Director	5.00%	2,500.00	25
Pit Band (Musical)	5.00%	2,500.00	26
Choreographer (Musical)	5.00%	2,500.00	27
Newspaper Advisor	6.00%	3,000.00	28
Yearbook Advisor	7.00%	3,500.00	29
Student Council/Homecoming	12.00%	6,000.00	30
Student Assistance Team/Interact Club	5.00%	2,500.00	31
Academic Decathlon	3.00%	1,500.00	32
Physics Olympics	3.00%	1,500.00	33
Art Club	4.00%	2,000.00	34
Win With Wellness Director	3.00%	1,500.00	35
NHS	3.00%	1,500.00	36
Jazz Band	5.00%	2,500.00	37
Show Choir	5.00%	2,500.00	38
Asst Show Choir	3.00%	1,500.00	62
Graduation Coordinator	3.00%	1,500.00	39
Color Guard Sponsor	5.00%	2,500.00	40
Drumline Instructor (Fall/Winter)	5.00%	2,500.00	41
Prom-Coordinator	3.00%	1,500.00	42
Strength and Conditioning	55%	27,500.00	43
Pac Manager	17.00%	8,500.00	49
CTSO-Business (FBLA)	5.00%	2,500.00	63
CTSO-FCS Culinary (FCCLA)	5.00%	2,500.00	64
CTSO-FCS-Design (FCCLA)	5.00%	2,500.00	65
CTSO-Industrial Tech (SKILLS)	5.00%	2,500.00	66
Environmental Club Sponsor	5.00%	2,500.00	73

STEP IS ALWAYS 1

			Lane
MIDDLE SCHOOL			
Coach (FB,VB,BB,WR,SB)	9.00%	4,500.00	44
Coach (Track, Swim, X Country, Soccer)	9.00%	4,500.00	45
Asst. Coach (FB,VB,BB,WR,SB)	6.00%	3,000.00	46
Asst Coach (Track, Swimming, XC, Soccer)	6.00%	3,000.00	47
Science Olympiad	5.00%	2,500.00	50
Asst Science Olympiad	3.00%	1,500.00	67
Cheerleading	5.00%	2,500.00	51
Vocal Director (6-8)	4.00%	2,000.00	52
Instrumental Director (6-8)	4.00%	2,000.00	53
Musical, Drama	5.00%	2,500.00	54
Asst Drama	3.00%	1,500.00	55
Student Council	5.00%	2,500.00	56
Art Club	4.00%	2,000.00	57
Robotics Club	5.00%	2,500.00	58
Asst Robotics Club	3.00%	1,500.00	68
Yearbook	5.00%	2,500.00	59
Jazz Band	5.00%	2,500.00	69
Speech Director	5.00%	2,500.00	70
ELEMENTARY			
Vocal Director (K-5)	2.00%	1,000.00	60
Instrumental Director (5th)	2.00%	1,000.00	61
Choir Directors (5th)	5.00%	2,500.00	71
Elementary Marimba	5.00%	2,500.00	72
Elementary Tone Chimes	5.00%	2,500.00	74

ARTICLE V: COMPLIANCE AND DURATION OF AGREEMENT

A. Duration Period

This Agreement shall remain in effect for three (3) years from August 1, 2025 through August 1, 2028.

B. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective negotiators, and their signatures placed thereon, all on the 1st day of May, 2025.

Clear Creek Amana Board of Directors

By _____
President

By _____
Chief Negotiator

CCAEA

By _____
President

By _____
Chief Negotiator

Note: All other language previously in the Master Contract is contained in the Certified Staff Handbook. The Certified Staff Handbook will be reviewed annually, or as requested, but changes will not be made without a review by the Certified Handbook Committee, which will be composed of: The superintendent, 3 Board members, 3 Elementary Teachers, 3 secondary teachers (strive for representation from 1-10 years, 11-20 years, and 21+ years of experience. Representation from "specials" areas will also be sought.)