Employment Agreement

Central Community School District Board of Directors

And

Central Educational Association

July 1, 2024 thru June 30, 2027

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ARTICLE I: INTRODUCTION

The Central Community School District Board of Directors and the Central Education Association agree to the terms of employment cited within this document.

ARTICLE II: TERMS AND DEFINITIONS

District shall herein mean Central Community School District as duly represented by its Board of Directors and Administration.

Article shall herein mean a section of this document

Association shall herein mean the Central Education Association.

Employee shall herein mean full and/or part-time employees as specifically identified in Article III of this document.

ARTICLE III: RECOGNITION PROVISION

The Association is officially recognized by the Iowa Public Employee Relations Board in Case No. 410 dated October 1, 1975.

The District recognizes the Association as the sole and exclusive negotiating agent for full and/or part-time employees whose positions require, at a minimum, the professional credentials of a bachelor's degree and either a professional license or a statement of professional recognition from the Iowa Board of Educational Examiners.

District positions that require the established minimums for professional credentials yet are excluded from the Association are Administrator and Business Manager. Additionally, all other District personnel whose positions do not require the established minimums for professional credentials shall be excluded from the Association.

ARTICLE IV: SALARIES

Employee salaries shall represent the distribution of the District's financial resources in an equitable manner with consideration for academic preparation, relevant work experience, and years of service to Central.

Initial District Salary

The initial salary offered to a new employee shall not exceed that of a current employee with comparable academic preparation and relevant work experience unless the District is faced with the prospect of not being able to fill a position due to a limited applicant pool. The superintendent shall communicate with the Association President when making such an employment offer to an applicant.

Employees can only move forward in the tiers, not backward, based on Central experience.

A bachelor's degree shall be the minimum level of necessary post-secondary training for employment with the District. Under new Iowa Law, a new employee with a bachelor's degree and no relevant work experience shall be offered a base salary of $47,500 for 193 days of service in the 2024/2025 school year and a base salary of $50,000 for 193 days of service in the 2025/2026 school year. Beginning in the 2026/2027 school year, the salary shall be adjusted for each successive year by adding a minimum of 25% of the previous year's Tier 1 increase rounded to the nearest $25 (Ex: 2022-23 base salary = $37,525, negotiated increase at 3.9% for 2023-24 = $2,276.29. $2,276 X 25% = $569. $37,525 + $569= $38,094, rounded to the nearest $25 = $38,100.)

Semester credit hours beyond the bachelor's degree determined by the District to be related to an employee's position shall be awarded a $1500 salary increase as follows: BA+15, BA+30, MA, and MA+15.

A new employee with relevant work experience shall be offered a salary commensurate with a current employee with the same academic preparation and work experience. If an exact match is not available, the new employee's salary will be determined by pro-rating the two current employees closest in terms of education and experience.

The Superintendent or Superintendent's Designee shall determine the initial salary offer to a new employee and communicate the proposal to the Association President to ensure that the offer complies with the preceding language in this article.

Initial Supplemental Salary

The initial salary offered to a new employee shall not exceed that of a current employee with comparable preparation and relevant work experience. The salary shall be adjusted for each successive year by adding a minimum of 25% of the previous year's salary increase rounded to the nearest $25. (Ex: 2023-24 base salary for Jr. High Coach = $1,757, negotiated increase at 3.7% for 2024-25 = $65. $65 X 25% = $16. $1,757 + $16 = $1,773.) Current employees will receive the total package increase.

A new employee with no relevant work experience shall be offered a base salary as follows:

Athletics	
Jr. High Coach	$1,773
Assistant Varsity Coach	$2,798
Head Varsity Coach	$3,969
Non-Administrator Activity Director	$4,409
Sponsors/Other	
Student Council Sponsor	$1,041
Cheerleading Sponsor	$1,480
School Yearbook	$2,066
Individual Speech Coach	$2,212
Large Group Speech Coach	$2,212
Dramatics (Two - three act or equivalent productions)	$2,798
Extracurricular Vocal Music	$2,944
Extracurricular Band - Lead Instructor	$4,555
FFA - Adult Farmer or Young Farmer	$4,555

ARTICLE V: COMPLIANCE CLAUSES AND DURATION

All individual contracts of employment between the District and an employee covered herein shall be consistent with the terms set forth within this document.

Any provision of this document determined to be contrary to law shall be deemed invalid. However, the balance of the document shall remain in full force and effect.

Copies of this document shall be distributed electronically to all employees covered herein within thirty days of ratification by both parties.

Any necessary communication between the District and the Association shall take place with the District's Superintendent or Superintendent's Designee and the Association President.

This document represents the complete agreement between the District and Association and shall be in effect from July 1, 2024 thru June 30, 2027. A yearly meeting between the District and Association will be held to ensure the accuracy of this agreement.

The FY25 total package shall increase by 3.7%. The total package increase shall be .3% less than the supplemental state aid rate for the respective fiscal year. If the Iowa Legislature has not finalized the supplemental state aid rate by March 15 of a given year, the substituted rate shall be the average of the initial rates approved by each chamber.

The settlement for the length of this agreement will be impacted as follows:

- A substantive change in student enrollment
  - An increase of 5-9 shall increase settlement by .5%
  - An increase of 10-14 shall increase settlement by 1%
  - An increase of 15+ shall necessitate a reassessment of the settlement to determine the distribution of the allocation in the subsequent year.
  - A decrease of 5-9 shall decrease settlement by .5%
  - A decrease of 10-14 shall decrease settlement by 1%
  - A decrease of 15+ shall necessitate a reassessment of the settlement to determine the distribution of the allocation in the subsequent year.
- A fiscally responsible financial condition ratio in both spending authority and cash
  - Previous year Unspent Authorized Budget (UAB) divided by Total Expenditures falling below 25% shall necessitate a reassessment of the settlement to determine the distribution of the allocation in the subsequent year.
  - Previous year Unspent Authorized Budget (UAB) divided by Total Expenditures increasing above 25% shall increase the settlement by the following:
    - $0 - $25,000, no change
    - $25,000 - $75,000 shall increase settlement by .2%
    - $75,001 - $125,000 shall increase settlement by .4%
    - $125,001 - $175,000 shall increase settlement by .6%
    - +$175,000 shall necessitate a reassessment of the settlement to determine the distribution of the allocation in the subsequent year.
- An Iowa Legislature cut to Operational Sharing shall necessitate a reassessment of the settlement for the subsequent year.
- An Iowa Legislature categorical allocation to enhance professional educators' salaries shall necessitate reassessment of the settlement to determine the distribution of allocation in the subsequent year.
- An Iowa Governor mandated across-the-board cut to state spending shall necessitate a reassessment of the settlement for the subsequent year.

For the Association:		**For the District:**	
CEA President	Date	District Board President	Date
CEA Chief Negotiator	Date	District Chief Negotiator	Date