

MASTER CONTRACT
BETWEEN THE
CENTRAL CITY COMMUNITY SCHOOL DISTRICT
AND THE
CENTRAL CITY EDUCATION ASSOCIATION
FOR THE SCHOOL YEARS 2026-2027

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**ARTICLE I
PREAMBLE**

The Board of Directors of the Central City Community School District and the Central City Education Association recognize and declare that providing a quality education for the students of Central City Community School District is their mutual desire. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff and the professional teaching personnel of the District. Therefore, it is the aim of the parties to this Agreement to accommodate their respective interests consistent with the foregoing principle.

**ARTICLE II
DEFINITION: UNIT DESCRIPTION: RECOGNITION**

A. Definitions

1. The term "Board", as used in this Agreement, shall mean the Board of the Central City Community School District or its duly authorized representatives or agents.
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 Central City Education Association or its duly authorized representatives or agents.

B. Description and Recognition

The Board hereby recognizes that the Central City Education Association is designated and certified by the Public Employment Relations Board, (case number 551, January 20, 1976) to be the exclusive bargaining representative for the employees of Central City Community Schools. In the following bargaining unit:

INCLUDED: All fulltime and part-time certified instructional staff, including librarians, counselors, nurses, special resource teachers, and special education teachers.

EXCLUDED: Superintendent, principals, and all other supervisory personnel as stated in Section four (4) of the Iowa Public Employment Relations Act of 1974. Note: Supervisory personnel includes "Dean of Students" and "Director of Special Education/At-Risk".

If the grievance is not resolved satisfactorily at Step Three, there shall be available a fourth and final step. Upon approval by the Association, the grievance may submit the grievance in writing to binding arbitration by filing a written notice of the same within ten (10) schooldays of the step three answer.

Within ten (10) school days of written notice to submit the grievance to arbitration, the Board or the Superintendent and the grievance shall meet and attempt to agree on a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain a commitment from the arbitrator, a written report for a list of seven (7) arbitrators will be made to the Federal Mediation and Conciliation Services. In the event that arbitrators are not available from this source, the same request will be made to the Public Employment Relations Board. Each of the two parties will alternately strike one name at a time from the list until only one name shall remain. The remaining name shall be the arbitrator.

The arbitrator so selected shall confer with the Board of Education or the Superintendent and the grievant and hold hearings promptly and shall issue his/her decision not later than fifteen (15) school days from the date or the close of the hearings or if oral hearings have been waived, then from the date the final statements and proofs on the issue are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the grievant and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the expressed relevant language of the Agreement. Expenses for the arbitrator's service shall be borne equally by the School District and for Association.

B. Miscellaneous

I. Reprisals

The Board will not interfere, restrain or coerce an employee with respect to the adjustment of grievances.

2. Separate Grievance File

All documents, communications and records dealing with a grievance shall be kept in a grievance file that is separate from the employee's personal file.

3. Group Grievance

If a group of two or more employees has the same complaint, they may submit their complaint to the grievance procedure beginning at the first step and the grievance may be processed through all levels of the grievance procedure. In a group grievance, all employees involved in the grievance may be present at all steps of the grievance process and the Association may represent the group through all levels of the grievance procedure. The Association may initiate a group grievance at the third step.

4. Year End Grievance

In grievances processed between the end of one school year and beginning of the next year, the initiation of procedure shall begin at a mutually agreeable time. The computation of working days shall mean Monday through Friday (exclusive of Memorial Day and July 4). If the last day of the time limit falls on either holiday, the time limit shall be extended to the next work day.

5. All grievance meetings and hearings shall be conducted in private'

ARTICLE IV WAGES AND SALARIES

A. Salary schedules shall be found in Appendix A.

Steps and lanes movement will continue for the 2026-27 school year. Step and lane movement for all eligible employees and no increase to the generator base salary of 32,987. This includes a \$1,000 longevity stipend for employees that are at the last step of a lane and \$2,250 added during Schedule A frozen years.

The following increases have been permanently added to each salary and were added in years that step and lane were frozen

\$600 for the 2018-2019 school year

\$450 for the 2017-2018 school year

\$1,200 for the 2020-2021 school year

The amounts are added to the 2026-2027 salary as the total \$2,250.

B. The Board shall provide its employees with the protection afforded by Chapter 670 of the Code of Iowa.

C. All staff shall be required to participate in and/or supervise, without compensation, up to five (5) professional activities and/or non-professional activities outside the normal eight (8) hour day. Additional professional activities and/or non-professional activities shall be voluntary and compensated at the rate of twenty-three dollars (\$23.00) per duty. However, if there are no volunteers, the administration has the right to assign the duty.

PROFESSIONAL ACTIVITIES (Assigned by the district)

Elementary and Middle School Curriculum Night, if needed

Elementary Spring Concert

Elementary Winter Concert

High School Graduation

High School Computer Rollout, if needed

All school events (to be identified by September 1 each year)

NON-PROFESSIONAL ACTIVITIES (Agreed upon by the employee and the district) Chaperone School Dance (Each dance is considered a duty if not a paid class sponsor). Tickets, Scoreboard, Line Judge or Timer at sporting events.

Paid Class Sponsors: are expected to attend, as part of their class sponsor responsibilities, one dance per school year. Freshman and sophomore class sponsors for Homecoming, and Junior and senior class sponsors for Prom. This does not count as one of the five (5) duties. (Each dance is considered a duty if not a paid class sponsor.)

Employees are required to work up to five (5) of the above activities without compensation, beyond five (5), compensation is at \$23 per duty. However, if there are not an adequate number of volunteers, then the administration has the right to assign the duty.

D. Employees who are new to the District, at their option, may elect to receive fifty percent (50%) of the first salary installment after completion of the first ten (10) workdays of employment.

E. The District may hire new employees (without experience) up to step I of the salary schedule. Employees hired above step 0 will remain on step I until their district experience allows movement on the schedule.

F. When a teacher is required to take another teacher's class at the same time as his/her own class, the teacher will be compensated at the rate of twenty-three (\$23) per period not to exceed \$100 in one day.

G. Saturday School will be paid at a rate of \$23.00 per hour. Volunteers will be sought prior to appointment. If no students are assigned the duty will be canceled and there will be no compensation. If no assigned students attend, then staff will be compensated for one (1) hour.

ARTICLE V LEAVES OF ABSENCE

A. Sick Leave

Any employee may be absent with pay for personal illness or injury. The Board reserves the right to ask said employee to present a certificate signed by a physician, even if leave time remains available. The following number of days of sick leave may be earned:

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

A maximum of 120 days may be accumulated

2. An additional day per year shall be added for each month worked beyond the regular school year. Employees working under separate summer contracts will have one day added for each summer month contracted when they actually begin summer duties. Employees who begin employment after the start of the contract period shall have the first year's sick leave pro-rated to cover the actual time remaining in the contract period.

3. The district will reimburse staff members for one day at the current substitute rate each semester if they do not use any sick days in that semester.

4. For non-emergency doctor appointments/tests, employees will be expected to be in attendance before and/or after their appointments when feasible. Sick leave will be prorated according to the length of the employee's absence.

B. Bereavement Leave

In the event of the death of a husband or wife, child or stepchild, mother, father, sister, brother, or grandchild a leave of five (5) days may be granted (non-cumulative) within seven (7) consecutive calendar days. The calendar days will start on a mutually agreed day between the employee and the district.

In the event of the death of a grandparent, aunt/uncle, mother/father-in-law, sister/brother-in-law, or son/daughter-in-law, three (3) days may be granted (non-cumulative) within five (5) consecutive calendar days. The calendar days will start on a mutually agreed day between the employee and the district.

The death of some other person may warrant the same treatment as listed for one of the above categories. Additionally, based on travel distance, the death of some other relative may warrant up to three (3) days of leave. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for the death of some other person and/or relative is subject to the discretion of the responsible administrator and the granting or withholding of such leave shall not be precedential.

C. Illness in Family), Leave

1. In the event of illness to husband, wife, child or stepchild, brother, sister or parent, a leave of four (4) days may be granted each year (non-cumulative) In the event of illness to a grandparent, grandchild, mother/father-in-law, sister/brother-in-law, or son/daughter-in-law, one (1) day of leave may be granted each year (non-cumulative). It is understood that the administration may inquire as to the nature of the illness.

2. Additionally, any employee who has exhausted all their family illness leave and needs additional time off to care for an immediate family member may convert up to five (5) days per year of their own accumulated personal illness leave and use those days for family illness leave.

The immediate family shall be construed to mean father, mother, son, daughter, wife, husband, brother, sister, mother-in-law, father-in-law, son-in-law or daughter-in-law, grandparent or grandchild. A statement from a responsible person other than the employee may be required as proof of illness. This request for conversion of personal illness to family illness days should be made to the superintendent or designee. The conversion should be done on an as needed basis and is non-cumulative.

3. Employees will have two additional family illness days available for their use. The employee will be paid 1/2 of their daily wages for these additional family illness days if used. This leave is non-cumulative.

4. An additional special leave of up to and including three (3) days may be granted to an employee in cases of extreme illness or injury (limited to spouse or children). These days may be granted at the discretion of administration after applicable family illness and personal days have been exhausted. This leave is non-cumulative.

5. Employees of the District are entitled to family 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 provisions for family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

6. The parties agree that when an employee is on paid sick leave relating to the birth of a child and the child when born has an illness or injury the employee is eligible for use of family illness leave.

D. Personal Business

1. Two paid personal days will be allowed each year with the following restrictions

a. That these dates do not include the student contact day directly preceding or following a vacation or a holiday nor during the first and/or last two weeks of the school year. Exceptions to this rule for emergency situations may be granted at the discretion of the Superintendent.

b. Two (2) teachers will be allowed to use a personal day at the same time. Additional staff may be granted personal leave if there is a substitute available. Note: Existing conditions of the Master Contract still apply.

c. That personal days be approved in writing at least three (3) days in advance, unless special arrangements are made with the administration

d. A maximum of three (3) days may be accumulated.

2. Personal leave days that would be lost due to the accumulation limit may be cashed out at the current substitute pay rate or may be carried over to a maximum of four days for family illness leave, bereavement leave, or personal sick leave. Employees will notify the Superintendent's office by June 1 of their preference under this paragraph. The bereavement leave and/or family illness leave days under this paragraph are not limited to the family members listed in paragraph B or C of this Article.

E. Absences for Other Reasons

1. Other funerals - deduct 1/191st of annual salaries

2. Contest - music, declamatory athletics, etc., are considered part of the teacher's work and do not involve pay deductions. Approval must be secured by the Superintendent or principal. Professional conventions or conferences are considered an aid to the school and employees may attend on full pay if approved by the Superintendent.

3. Unpaid leaves may be granted at the discretion of the Central City Board. Requests for leave must be in writing and must specify the reason(s) and duration. The requests must be given to the Superintendent prior to the preparation of the Board agenda. However, special unpaid leaves may be granted at the discretion of the administration in cases of extreme illness, injury or death, when all other leave has been exhausted. Individuals covered are those noted in C.1. plus siblings.

4. No employees shall receive sick leave benefits for any day on which they perform gainful employment for any other organization, group or individual.

F. Jury Duty and Legal Leave

1. An employee who is called for jury duty or for court appearances, under subpoena, shall be excused from work on the days which he/she serve as jurors or is required to appear in answer to a subpoena without loss of pay. Cases involving an employee's personal matters shall be excluded. Employees shall promptly contact their supervisor for instruction on whether or not to return to school when excused from jury duty

2. Any fees or remuneration the employee receives for jury duty or subpoenaed court appearance shall be turned over to the Central City Community School.

G. Part-time employees shall be granted leaves of absence on a pro-rata basis

1. The Superintendent may grant leave with pay, without pay or with the employee reimbursing the District for the cost of a substitute, for good cause shown. The granting or denial of this leave is not grievable.

2. A day of leave is equal in length to an employee's contract day. Changing from full to part-time or the reverse will not change the number of leave days accumulated or otherwise available to the employee but will change the length of the day.

H. Voluntary Shared Leave Bank

Optional program

- 1st year employees are automatically eligible
- After the first year employees must donate to the sick leave pool to be a member o
- Employee maximum donation is the number of years of service= number of days that they can donate. 2 years = 2 days. 3 years = 3 days.
- A committee of 5 people will review sick leave bank requests

Purpose

The purpose of the Sick Leave Bank is to provide a means of obtaining additional sick leave days to avoid loss of compensation due to a catastrophic illness or injury of the employee sick leave bank member that requires intermittent or continuous absence from work. Catastrophic injury or illness is defined as a life-threatening condition or combination of conditions affecting the mental or physical health of the employee, and includes, but is not limited to, the following: lengthy hospitalizations, necessary surgery requiring a lengthy recovery, an ongoing treatment regimen requiring frequent time off work, or complicated pregnancy requiring bed rest or hospitalization. The catastrophic illness or injury must require the services of a health provider. This benefit is available to eligible, voluntarily participating faculty and staff who have legitimately exhausted all of their accumulated sick and vacation leave. This leave can be used for members or illness to immediately family as defined by master contract.

Membership

- a. All regular full-time and regular part-time Central City CSD employees who have a sick leave balance of six or more days at the time of the initial contribution shall be eligible to participate in the Sick Leave Bank.
- b. Newly hired employees shall be eligible to receive days from the bank starting their first year but are not eligible to donate days to the bank until their second year.
- c. Upon joining, an eligible employee must immediately contribute at least 1 day of accumulated sick leave. The maximum number of days that an employee may contribute are based on their years of service but have a maximum of ten days. Employees with 2 years of service can contribute 2 days, 3 years of service, three days. etc.
- d. Once employees elect to participate in the Sick Leave Bank, membership is established for the duration of their employment by Central City CSD, unless they submit a statement to discontinue membership or decline to make the required annual contribution to the Sick Leave Bank.

3. The general operating procedures are as follows:

a. Enrolled employees will be automatically re-enrolled each year and are required to contribute at least 1 day from their sick leave accumulation.

b. The annual contribution will be made by September 1 of each year.

c. The Sick Leave Bank may be opened for re-enrollment of participating members in any month following a decline to a balance of less than one day per member.

d. Participation is restricted to eligible employees who have contributed to the Bank. Nonmembers may join each year by September 1.

e. Sick Leave Bank usage is not available to employees who:

(1) Are currently receiving District sick or vacation leave payments.

(2) Are currently receiving long-term disability payments.

(3) Are currently receiving District retirement system payments

(4) Are currently receiving Social Security disability payments.

(5) Are currently receiving workers' compensation disability payments.

4. Contributions

a. Each employee who is a member shall contribute at least 1 day of his/her annual sick days to the Bank each year. A sick day contributed to the Bank will be deducted from the sick leave days available to the contributing employee.

b. The day, once contributed to the Bank, becomes the property of the Bank and may not be reclaimed by the employee except as specified in this policy. Only employees who are active members of the Sick Leave Bank in any given year shall be eligible to draw on the Bank.

5. The criteria for Sick Leave Bank usage shall be as follows:

a. Catastrophic accident by the employee requiring absences from work.

b. Catastrophic illness of the employee

c. Extended hospitalization of the employee.

d. Legitimacy of previously used employee earned sick leave may be considered

e. Catastrophic illness or injury to family members may be reviewed by the VSLB Committee. In general, this leave is intended for immediate family members (spouse, children and parent).

6. Application and Withdrawal

a. An employee may submit an application to withdraw Sick Leave Bank days only after exhausting all accumulated paid leave days. These days would include all earned vacation days and sick days,

b. Requests for Sick Leave Bank assistance must be in writing and be accompanied by a written statement from a licensed medical practitioner stating the beginning date of the condition, a description of the catastrophic illness or injury and date the employee may be able to return to work. Progress reports may be required to continue sick leave payments to the employee.

7. Sick Leave Bank Application and Approval Process

a. The employee's application for Sick Leave Bank withdrawal shall be initially reviewed by the Sick Leave Bank Committee. The Sick Leave Bank Committee shall consist of 5 members with members from administration and teacher's union represented

CENTRAL CITY COMMUNITY SCHOOL DISTRICT
VOLUNTARY SHARED LEAVE
APPLICATION FOR PARTICIPATION

Employee's Name

Medical Condition requiring the need for additional leave:

Estimated amount of time needed:

I authorize the Central City Community School District Voluntary Shared Leave Committee to make known through system-wide communications my need for additional leave. Only general information about my condition/or immediate family member's condition is to be released beyond the Committee.

Signature of Applicant

Date

NOTE: Statement from Medical Doctor Must Be Mailed Directly to:

Human Resource c/o Central City CSD
400 Barber Street
Central City, IA 52214

Approval

Chairman, VSL Committee

Date

Superintendent or Designee

Date

Note: Participation in this program is on a voluntary basis. The donating employee may not receive compensation in any form for the donation of leave. Any employee who produces fraudulent documents or statements, is subject to removal of sick leave bank days and discipline procedures.

ARTICLE VI CALENDAR

A. Work Year

The Board shall annually adopt a calendar setting forth pupil attendance days, in-service and workdays, paid holidays and school vacation periods. The calendar shall include one hundred ninety-one (191) paid employee days, of which one hundred eighty-six (186) will be pupil attendance, in-service or workdays, and five (5) will be paid holidays. The pupil attendance days will not exceed 180 days. The district will forgive one school cancellation for weather (snow, fog), or other unforeseen circumstance (power outage, flood, etc.) day per year.

B. Paid Holidays

The five paid holidays in the school calendar shall be:

Labor Day

Thanksgiving Day

Christmas

New Year's Day

Good Friday

C. Unpaid Vacations

At least five (5) week days, exclusive of Christmas Day and New Year's Day, will be designated as winter vacation and at least two (2) week days, exclusive of Good Friday, will be designated as spring vacation, and set forth as such in the school calendar.

D. Association Recommendations

The Association will be encouraged to make a recommendation concerning the structure of the calendar and this recommendation will receive consideration in the construction of the official calendar.

E. Notification of Change

In the event that the Board or its representative finds it necessary to make any change or changes in the school calendar during the term of its operation, the Superintendent will notify all employees of the change or changes within five (5) working days after such change or changes are made. Changes in the school calendar which affect vacations and/or holidays as set forth in items B and C above shall be made only after agreement between the Association and the Board or their duly authorized representatives.

ARTICLE VII EMPLOYEE HOURS

A. Pupil Attendance Days

The maximum required employee workday shall not exceed eight (8) hours, including lunch time and preparation time, on school premises, unless excused by the responsible administrator, but excluding extra-curricular responsibilities.

On Fridays, or on a workday when students are in attendance, preceding a School District designated holiday or vacation period, employees shall be excused after students have been dismissed for the day, provided further student supervision is not needed as determined by the principal.

The School District will provide employees with a duty-free lunch period. Preparation time will be provided during the time students are typically in attendance.

1. High school and Junior High school employees working 6/8 time (seventy-five percent) (75%) or more will be granted at least one (1) full preparation class period.
2. High school and Junior High school employees working less than 6/8 (seventy-five percent) (75%) but more than or equal to half (1/2) time (50%) will receive a prorated preparation class period.
3. High school and Junior High school employees working less than half (1/2) time (fifty percent) (50%) may not receive a preparation class period at the discretion of the District.
4. The working time will be calculated without preparation time. Contract time will be calculated including preparation time.
5. All elementary teachers will have scheduled at least 210 minutes per week of preparation time on average during a semester.
6. The administration shall have the right to assign a teacher to substitute at the rate of twenty-three (\$23.00) per 45 minute period for the loss of preparation time.

B. Non Pupil Attendance Days

On workdays, when school is not in session, the hours will be set by the Superintendent, but shall not exceed eight (8) hours.

C. Early Dismissal to Attend Class

Employees will be permitted to leave at the end of the student day to attend class provided that:

1. The class being taken is related to the employee's duties in the Central City Community Schools.
2. The class being taken has been approved by the Superintendent.

D. On days when school is delayed due to inclement weather, staff members will be allowed to arrive at least thirty (30) minutes prior to the arrival of the students. On days when school is dismissed early due to inclement weather staff members will be allowed to leave as soon as the students are out of the building. * Refer to settlement of grievance filed on 9/14/99.

E. Parent-Teacher Conference Days

On days when there are parent-teacher conferences, the maximum number of hours in the workday may exceed the normal 8-hour workday, but shall not exceed a 12-hour workday. Teachers will receive one full workday as comp time in exchange for two 4-hour conference periods.

**ARTICLE XIII
COMPLIANCE CLAUSES AND DURATION**

A. Individual Employee Contracts

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. If an individual contract contains any language inconsistent with this Agreement, during its duration, this contract shall be controlling. Each individual employee contract shall be executed on behalf of the Board as required by law.

B. Separability

If any provision of this Agreement shall be declared illegal by a court of competent jurisdiction, then such provisions shall be deleted from this Agreement to the extent that it violates the law. All other provisions, not affected by those provisions which have been invalidated, shall remain in full force and effect.

C. Printing Agreement

The expenses of copies of this Agreement shall be shared equally by the Association and Board after agreement with the Board on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now employed or hereafter employed.

D. 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 telegram, letter, or fax at the following designated addresses or at such other address, as may be designated by a party in written notification to the other party.

1. If by Association, to the Board, at the Superintendent's office, Central City Community School.
2. If by Board, to Association, to President of CCEA, Central City Community School.

E. The parties acknowledge that during negotiations which resulted in this Agreement each has 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 that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement, each voluntarily and unqualifiedly waives the right, 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 Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of with or both parties at the time that they negotiated or signed this Agreement. The foregoing shall not, however, preclude the parties mutually agreeing to an amendment of this Agreement, nor preclude any party from proposing the negotiation of any item for the purpose of such amendment.

F. This agreement shall be effective as of July 1, 2026 and shall continue in effect until the end of June 30, 2027.

G. If there is a cut in State Foundation Aid, the parties will reopen bargaining to review and adjust the base salary for the year.

H. Signature Clauses

In witness whereof, parties hereto have caused this Agreement to be signed by their respective presidents and respective chief negotiators.

CENTRAL CITY COMMUNITY CENTRAL CITY EDUCATION
SCHOOL DISTRICT, in the ASSOCIATION, in the County
County of Linn, State of Iowa of Linn, State Iowa

By: Justine E. Deyen Date: 5-15-26
President

By: Shannon L. Behannon Date: 5/14/2026
Sec

APPENDIX A
BASE SALARY CONSIDERATIONS
FOR 2026-2027

Salary schedules for base salary shall be found in Appendix A.
Steps and lanes movement will continue for the 2026-2027 school year.

The following increases have been permanently added to each salary and were added in years that step and lane were frozen

\$600 for the 2018-2019 school year

\$450 for the 2017-2018 school year

\$1,200 for the 2020-2021 school year

The amounts are added to the 2026-2027 salary as the total \$2,250.

TSS money will be distributed in the following manner.

Step 1

-15.30% will be used as the Phase II portion (this is general fund buy-back).

Step 2

-After the Step 1 money is disbursed, Step 2 will be the next \$ 138,012.93 (referred to previously as the 2007-2008 Allocation) will be divided equally among the certified staff based on FTE.

Step 3

-After Step 1 and Step 2, the next \$132,896.22 in TSS will be distributed in an amount that is indexed based on FTE.

Step 4

-After Steps 1-3, the remaining TSS funds will be distributed based on years of experience to get the individual staff member to the \$50,000 or \$62,000 minimum salary requirements.

Note: The District will hold in reserve Teacher Quality compensation money up to \$5,000.00. Maximum adjusted carryover, \$5,000.00 at the end of fiscal year with any remaining to be divided equally among teachers in the November pay. Excess Teacher Quality amounts as reported in the CAR Report will be received by the Association from the District by October 31.

APPENDIX A SALARY - CENTRAL CITY COMMUNITY SCHOOL 2026-2027 SALARY SCHEDULE

Base 32987.00
Phase II 1096.39
Base 31,890.61

	BA	BA +12	BA +24	MA	MA +15	MA +24
0	1.0000	1.0300	1.0600	1.0900	1.1200	1.1500
	31,890.61	32,880.22	33,869.83	34,859.44	35,849.05	36,838.66
1	1.0300	1.0600	1.0900	1.1200	1.1500	1.1800
	32,880.22	33,869.83	34,859.44	35,849.05	36,838.66	37,828.27
2	1.0600	1.0900	1.1200	1.1500	1.1800	1.2100
	33,869.83	34,859.44	35,849.05	36,838.66	37,828.27	38,817.88
3	1.0900	1.1200	1.1500	1.1800	1.2100	1.2400
	34,859.44	35,849.05	36,838.66	37,828.27	38,817.88	39,807.49
4	1.1200	1.1500	1.1800	1.2100	1.2400	1.2700
	35,849.05	36,838.66	37,828.27	38,817.88	39,807.49	40,797.10
5	1.1500	1.1800	1.2100	1.2400	1.2700	1.3000
	36,838.66	37,828.27	38,817.88	39,807.49	40,797.10	41,786.71
6	1.1800	1.2100	1.2400	1.2700	1.3000	1.3300
	37,828.27	38,817.88	39,807.49	40,797.10	41,786.71	42,776.32
7	1.2100	1.2400	1.2700	1.3000	1.3300	1.3600
	38,817.88	39,807.49	40,797.10	41,786.71	42,776.32	43,765.93
8	1.2400	1.2700	1.3000	1.3300	1.3600	1.3900
	39,807.49	40,797.10	41,786.71	42,776.32	43,765.93	44,755.54
9	1.2700	1.3000	1.3300	1.3600	1.3900	1.4200
	40,797.10	41,786.71	42,776.32	43,765.93	44,755.54	45,745.15
10	1.3000	1.3300	1.3600	1.3900	1.4200	1.4500
	41,786.71	42,776.32	43,765.93	44,755.54	45,745.15	46,734.76
11	1.3300	1.3600	1.3900	1.4200	1.4500	1.4800
	42,776.32	43,765.93	44,755.54	45,745.15	46,734.76	47,724.37
12	1.3600	1.3900	1.4200	1.4500	1.4800	1.5100
	43,765.93	44,755.54	45,745.15	46,734.76	47,724.37	48,713.98
13	1.3900	1.4200	1.4500	1.4800	1.5100	1.5400
	44,755.54	45,745.15	46,734.76	47,724.37	48,713.98	49,703.59
14	1.4200	1.4500	1.4800	1.5100	1.5400	1.5700
	45,745.15	46,734.76	47,724.37	48,713.98	49,703.59	50,693.20
15		1.4800	1.5100	1.5400	1.5700	1.6000
		47,724.37	48,713.98	49,703.59	50,693.20	51,682.81
16		1.5100	1.5400	1.5700	1.6000	1.6300
		48,713.98	49,703.59	50,693.20	51,682.81	52,672.42
17		1.5400	1.5700	1.6000	1.6300	1.6600
		49,703.59	50,693.20	51,682.81	52,672.42	53,662.03
18		1.5700	1.6000	1.6300	1.6600	1.6900
		50,693.20	51,682.81	52,672.42	53,662.03	54,651.64
19		1.6000	1.6300	1.6600	1.6900	1.7200
		51,682.81	52,672.42	53,662.03	54,651.64	55,641.25
20			1.6600	1.6900	1.7200	1.7500
			53,662.03	54,651.64	55,641.25	56,630.86
21			1.6900	1.7200	1.7500	1.7800
			54,651.64	55,641.25	56,630.86	57,620.47
22					1.7800	1.8100
					57,620.47	58,610.08
23						1.8400
						59,599.69
24						1.8700
						60,589.30

APPENDIX B
GRIEVANCE REPORT

Date Filed

Date Filed

School District

Building Distribution of Form

- 1. Association
- 2. Employee
- 3. Appropriate Supervisor
- 4. Superintendent

Name of Aggrieved Person

A. Date Violation Occurred _____

B. Section(s) of Contract or Policy Violated: _____

C. Statement of Grievance: _____

D. Relief Sought: _____

Signature

Date

E. Disposition by Principal or immediate Supervisor: _____

Signature of Principal or
Immediate Supervisor

Date

LEVEL III

A. _____
Signature of Aggrieved Person

Date Received by Superintendent

B. Disposition of Superintendent or His/her Designee: _____

Signature of Superintendent
Or His/her Designee

Date

LEVEL IV

A. _____
Signature of Aggrieved Person Signature of Association President

B. _____
Date Submitted by Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator _____

Signature of Arbitrator

Date of Decision

The musical will be held on alternating years with a drama production being held the off year. Any person moving to a higher group in a particular sport or activity will start at Step I, unless this causes no increase in salary over what the person would have received in the same group. Then the person would move to the right far enough that a raise takes place. Any person moving down will receive full credit for years of experience at the higher level.