

**ALBIA COMMUNITY
SCHOOL DISTRICT**

AND

**ALBIA COMMUNITY
EDUCATION ASSOCIATION**

NEGOTIATED AGREEMENT

**SCHOOL YEAR
2024-2025**

AREA I: BASIC AGREEMENT PROVISIONS

ARTICLE I – PREAMBLE

The Board of Directors of Albia Community School District, hereinafter referred to as “the Board,” and the Albia Community Education Association, hereinafter referred to as “the Association,” recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this educational goal is joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of the students, and the community at large.

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE II – RECOGNITION

- A. The Board recognizes the Association as a sole and exclusive negotiating agent for all full-time and regular part-time professional personnel, including classroom teachers (academic, vocational, remedial, physical education, music, art, and drama), librarians, guidance counselors, and nurses, excluding superintendent, principals, all non-professional employees, and all others excluded by Section 4 of the Public Employment Relations Act.
- B. Definitions:
 - 1. The term Board as used in this Agreement shall mean the Board of Education of the Albia Community School District or its duly 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 Albia Community Education Association or its duly authorized representative.

ARTICLE III – GRIEVANCE PROCEDURE

Section 1.

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

Section 2.

- a. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures. In the case of complaints about alleged violation, misinterpretation, or misapplication of specific provisions of the

Agreement relating to Association rights, the Association president or his/her delegate shall have the right to present the Association's grievances.

b. The failure of a teacher (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

c. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.

d. In an individual's grievances, the grieving teacher may be accompanied by an Association representative. An individual, however, shall be free to adjust individual complaints without Association representation.

Section 3.

a. First Step. An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal.

b. Second Step. If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and at a mutually agreeable time, discuss the matter with the principal. The writing grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the Second Step must be within ten (10) school days from the date of occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher and the Superintendent within ten (10) school days after receipt of the grievance.

c. Third Step. In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved teacher shall file within five (5) school days of the principal's written decision at the Second Step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) school days of the Third Step grievance meeting and communicate it in writing to the teacher and the principal.

d. Fourth Step. In the event a grievance has not been satisfactorily resolved at the Third Step, the aggrieved employee shall file within five (5) school days of the Superintendent's written decision at the third step, a copy of the grievance with Board of Directors. Within ten (10) school days after such written grievance is filed, the aggrieved and three delegates from the Board of Directors shall meet to resolve the grievance. The Board of Directors shall file a binding answer at the next scheduled meeting of the Board of Directors. Any party may be represented at their own expense.

ARTICLE IV – EMPLOYEE RIGHTS

Evaluation of Students

The employee shall have the responsibility to determine grades and other evaluations of students within the grading policies of the Albia Community School District based upon his/her professional judgment of available criteria pertinent to any given subject area or activity to which he/she is responsible. The building principal shall after a conference with the teacher to review the situation have the final authority to decide the student's grade in case of a conflict.

ARTICLE V - 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 program. The Association may use school district facilities and equipment, not otherwise in use, with the prior knowledge and approval of the principal in charge of that facility or equipment. Any out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the district office or local school.
- B. The Association shall have the right to use physical faculty mailboxes in teacher workrooms for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit or pertinent to the conduct of the Association's business. The Association is prohibited from using District property and/or equipment for electronic communication with its members. Dissemination of any materials not relating strictly to the Association business will be subject to the approval of the building administrator.
- C. The Association shall be provided with bulletin board space in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements, and all material posted will relate only to the Association's official business as negotiating agent of the teaching staff or will be pertinent to the conduct of the Association's business.
- D. Any violation of the above written rules may result in the Association Rights being revoked for the term of the contract.

AREA II: LEAVES

ARTICLE VI – SICK LEAVE

- A. 1. As of the 1976-77 school year, all employees shall be entitled to sick leave days each school year according to the following schedule:

The first year of employment	12 days
The second year of employment	13 days

The third year of employment	14 days
The fourth year and subsequent years of employment	15 days

2. The same amounts shall apply only to consecutive years of employment in the same school district, and unused portions shall be cumulative to a total of 135 days.

3. The Board shall, in each instance, require such reasonable evidence as it may desire confirming the necessity of such leave of absence.

4. Sick leave shall not be used for elective or cosmetic surgery nor for any doctor, dental, or other medical appointment that might be connected with or related to elective or cosmetic surgery. Surgery shall be considered elective or cosmetic if it is for the improvement of appearance, or not of a medical necessity.

B. Employees shall receive a written statement of accumulative sick leave days with their first paycheck in September.

C. Absence due to injury incurred in the course of employee's employment shall not be charged against the employee's sick leave benefits, and the employer shall pay to such employee the difference between his salary and benefits received under any Worker's Compensation benefits for the duration of the period covered by the Worker's Compensation benefits.

D. Salary shall not be paid for unused sick leave which is accumulated to the credit of the employee if he leaves the system. Accumulated sick leave in one school district is not transferable to another school district.

E. Under the following circumstances sick leave may be used for dental and medical appointments.

1. Dental appointments will be deducted from sick leave for the actual time away from duty station during the school day. In each building, the principal or his designee will keep records of this time. Every effort shall be made to schedule such appointments after school class time. The teacher will advise the principal of his or her appointment prior to leaving the building in order that the principal may make arrangements for the classroom to be supervised.

2. Medical appointments necessary because of illness, injury, or disability shall be charged to sick leave. In each building, the principal or his designee will keep records of this time. Every effort shall be made to schedule such appointments after school class time.

The teacher will advise the principal of his or her appointment prior to leaving the building in order that the principal may make arrangements for the classroom to be supervised.

F. 1. Each employee shall be granted the right to utilize accumulated sick leave for the illness of a parent, spouse or child that may or may not require a physician's care

or hospitalization. If required to do so, the employee will furnish substantiating evidence.

2. Employees may utilize sick leave for dental, medical, or vision appointments for their child, spouse, or parent when required.

G. Sick Leave Illness Notice and Return

The employee shall notify the building principal as soon as practical when the employee foresees any necessity to alter employment commitments as a result of illness. When able to continue, the employee shall return to previously assigned full-time duties. The employee shall give the principal prior notice of intent to return to work. Upon returning to employment, the employee shall assume all previous rights and privileges.

H. Continued Benefits During Sick Leave

All sick leave benefits, including insurances, shall be continued during the leave.

I. Raises and Increments After Sick Leave

An employee shall be entitled to all raises and increments upon return if the employee serves at least eighty-nine (89) days of the school year. This eighty-nine (89) day period need not be continuous.

- J. Employees who have used no leave days under Article VII during the preceding school year will be granted an additional day of personal leave in the current school year. This personal leave shall not be accumulative.

ARTICLE VII – TEMPORARY LEAVES OF ABSENCE

As of the beginning of the school year covered by this contract employees shall be entitled to the following temporary leaves of absence with full pay each year, with the exception of Association leave.

A. Personal

1. At the beginning of every school year, each employee shall be credited with two (2) days to be used for the employee's personal leave. Unused portions of an employee's personal leave may be accumulated up to a total of four (4) days.
2. The building administrator may deny personal leave only if the total personal leave absences exceed seven (7) employees. During the last 20 student contact days and on the day before or the day after a holiday or vacation (i.e. Labor Day, Thanksgiving, Christmas, Summer/Spring Break), the number of personal leave absences will be restricted to four (4) employees districtwide or two (2) employees per building. Employees will be limited to one personal day per year

used before or after a holiday or vacation. The Superintendent may make exceptions for employee's children's graduations, weddings, field day, etc.

This would be in conjunction with the District paying the sub rate plus \$25 for teachers who end the school year with unused personal leave days. Only 2 personal leave days per year will be paid by the District.

B. Principal Approved Leave (PAL):

Up to 45 minutes of Principal Approved Leave (PAL) will be available to parents to attend the following school events: Muffins for Moms, Donuts for Dads, Wax Museum, Read Across America, talent shows (if held), and any other events mutually agreed upon by the certified or non-certified LMC. PAL will also be available for grandparents to attend Grandparents' Day. Time beyond the 45-minute allocation must be taken as personal leave. PAL will not be granted for Field Day or for classroom plays.

C. Jury and Legal

Any employee called for jury duty during school hours or who is required to appear in any judicial or administrative proceeding or who shall be required to testify in any arbitration matter shall be provided such time. Any fees or remuneration the employee receives during such leave shall be turned over to the Albia Community School District. Employees' actual reimbursement for expenses shall be refunded to the employee in the event the matter is in Federal court. An employee is not paid if they are a party (plaintiff or defendant).

D. Bereavement and Serious Family Illness

Up to six (6) days of leave shall be granted in any one (1) school year in the event of death or serious illness of an employee's relative in the third degree of consanguinity by blood or marriage. An additional six (6) days of leave shall be awarded per occurrence in the event of a death of the employee's relative up to the second degree of consanguinity by blood or marriage. Of the available leave, one day may be used for the death of a relative or non-relative not covered by the above leave, or may be used for handling of an estate provided the person is either executor or administrator. The one day used for affairs of an estate need not be continuous with the bereavement leave.

E. Professional Days

A. Professional leave will be approved at the discretion of the Administration and/or the Teacher Quality Committee for the following reasons:

1. Visitation to view other instructional techniques or programs,
2. Conferences, workshops or seminars conducted by colleges, universities or other educational institutions or organizations,
3. Meetings where the teacher is sent as a representative of his/her school or is a presenter or respondent.

B. Priorities for approval are as follows:

1. PD supports District's initiative,
2. Number of students impacted,
3. Collaboration at the highest level,
4. Ability to obtain a substitute.

- C. The teacher has the right to address concerns with building administration or the TQC (whichever is applicable) in the event the request is denied.

F. Professional Conference Costs

The Board may provide, upon application by the employee and approved by the Superintendent, funds for employees who plan to attend professional conferences, as described under "professional days." Travel, meals, lodging or registration – or any part of these expenses – may be considered.

G. Family Illness

1. A leave of absence without pay during the term of the current school year shall be granted to an employee because of serious illness of any member of the employee's immediate family. Certification of the attending physician that the illness is serious and may be extended is to be furnished by the employee.
2. All benefits including insurance, shall be continued for the remainder of the contract period, insofar as permitted by existing insurance contracts.
3. An employee shall be entitled to all raises and increments upon return if the employee serves at least eighty-nine (89) days of the school year. The eighty-nine (89) day period need not be continuous. Upon returning to employment, the employee shall assume all previous rights, privileges, and duties.

H. Family Medical Leave Act

The provisions of the Family Medical and Extended Leave Act are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this agreement.

AREA III: BASIC EMPLOYMENT CONDITIONS

ARTICLE VIII – WORK LOAD

A. In-School Work Year

1. Regular Contract

The in-school work year for employees (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred eighty-five (185) days.

2. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

B. School Calendar

The school calendar shall be drawn up by the Board. Employees shall furnish such suggestions and recommendations as they may have and that may be helpful to the Board in preparing the annual school calendar.

Employees shall receive a minimum of two four (4) hour windows of unscheduled, uninterrupted classroom work time during the PD Days held prior to the start of the school year.

C. Extracurricular Activities

All teachers will work five (5) extra-curricular activities which will be compensated as one (1) day of the 185-day contract. They have the opportunity to work by signing a posted list of all activities at the beginning of the school year or as soon as the activity is planned. The official annual sign up is held at the beginning of the school year and certified employees are scheduled to sign up based on seniority.

If duties remain unfilled after all District employees have had the opportunity to sign up for events, employees who volunteer to fill an open extra-curricular activity slot will be paid \$12.50 per hour per event and will receive 15 minutes of comp time per event. Comp time can only be used during non-student contact time (7:45 – 8 a.m. or 3:30 – 3:45 p.m.).

No teacher shall be assigned to drive a vehicle for a school-sponsored activity except on a voluntary basis.

ARTICLE IX – HOURS AND LOAD

A. Work Day

1. Arrival and Dismissal Time

No employee shall be required to report for duty before 7:45 a.m. of the school day and shall be permitted to leave at 3:45 p.m. of the school day. On Fridays, days preceding holidays or vacations, parent-teacher conferences or early school closings due to snow or ice, the employee's day shall end when the buses have left the Lincoln Center or other designated District area. If there is an early dismissal due to heat, employees to stay until 3:45 p.m. Monday – Thursday and leave at 3:30 p.m. on Friday or days preceding holidays or vacations.

On late start days due to inclement weather staff shall report at 9:30 a.m. This time may only be used for supervision and planning purposed and no staff, PLT, Grade Level, etc. meetings will be held during this time, unless an emergency exists or the meeting had been scheduled before the inclement weather announcement.

Employees shall be allowed to flex 15 minutes at the beginning or end of school days for a school related activity, medical or dentist appointment. This flex time must be approved at least 24 hours in advance with the building principal and employee shall come in early or stay late to complete their hours.

2. Parent-Teacher Conferences

The Superintendent shall set parent-teacher conferences. Conferences shall last approximately three and one half (3 ½) hours each during two (2) nights of the week. The staff shall have the succeeding Friday off work.

B. Lunch Periods

1. Grade Level and Other

Employees shall have a daily uninterrupted, duty-free lunch period of at least twenty (20) minutes.

2. Leaving the Building

Employees may leave the building by notifying the principal or secretary during their scheduled duty-free lunch period.

C. Meetings

Faculty and Other

Employees may be required to remain after the time of the regular work day without additional compensation for the purpose of attending faculty or other professional

meetings, except that these meetings shall not be called on Friday or on any other day immediately preceding a holiday or other day on which teacher attendance is not required at school and shall not occur on a regular basis.

D. Preparation Time

1. Preparation time shall be assigned to each employee by the administration. This time shall enable the employee to work on lesson plans, grading, and other activities related to their assigned duties. Classroom employees shall, in addition to their lunch period, have daily preparation time during which they shall not be assigned to any other duties as follows:
 - a. PK-12th Grade: Minimum of 150 minutes per week on five (5) day work week.
2. Employees shall not leave the building during their prep time unless there is some type of emergency. Principals shall approve or deny leaving the building. Prep time is to be used for the improvement of instruction.

Other members of the negotiating unit who are not regular classroom employees shall be provided with preparation time to the same extent as other employees.

AREA IV: SALARY AND BENEFITS

ARTICLE X – WAGES AND SALARIES

A. Schedule

The salary of each employee covered by the regular salary schedule is set forth in the Teacher Salary Schedule which is attached hereto and made a part hereof.

There shall be one single combined salary schedule determined by combining the regular salary schedule, created through the Generator Base inclusive of Phase II, plus adding the remaining TSS money as a flat dollar equally for each teacher added into each cell to create the combined scheduled.

Teacher salaries supplement dollars (TSS) shall not be subject to reduction in the event the governor orders a uniform reduction in accordance with Section 8.31.

If there is a reduction in the cost per pupil amount there shall be negotiations at the time the reduction occurs. If arbitration is needed, the parties agree to use the timelines and arbitration selection process in Article III, Grievance Procedure, of the Master Contract.

B. Placement on Salary Schedule

1. Adjustment on Salary Schedule

Each employee shall be placed on his proper step of the salary schedule as of the effective date of his contract and in accordance with paragraph 2 below. Any employee who has taught a minimum of one (1) semester of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

2. Credit for Experience

Credit shall be given on the employee salary schedule for previous outside teaching experience in a duly accredited school upon initial employment.

C. Advancement on Salary Schedule

1. Increments

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Albia Community School District for one (1) semester or more in one (1) school year.

2. Education Lanes

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of additional educational credit with the Superintendent no later than three (3) days after the beginning of the first semester, and pay adjustments shall be retroactive to the beginning of the same semester.

D. Extra Assignment and Extended Contract Rate

The salary schedule is based upon the regular school calendar and the normal teaching load as set forth in this Agreement. Any employee whose contract days of assignment exceeds the regular employee work year (and whose position is not on the extracurricular activity schedule) will be additionally compensated as follows:

- a. The extended work year shall be at a per diem rate.
- b. Curriculum writing shall be paid at the per diem rate (daily or hourly).
- c. Available grant monies will be paid at the per diem rate (daily or hourly).

Clarification

To be eligible for the per diem rate, the work must be requested by the administration and accepted by the employee. There will be no other hourly proration of time other than those specified.

E. Voluntary Pay/No Pay

The administration may recruit or enlist volunteers to serve the District in various capacities. District administrators will notify the employee in advance regarding the "pay status". If the work requested is a "pay" situation, employees shall receive \$17.50 per hour. Time sheets shall be required for all "pay status" assignments. If the work is a "no pay" arrangement, the employee will be so informed. Service on the Teacher Quality Committee (TQC) shall be considered a "pay" situation and employees will be paid \$17.50 per hour for any committee work done outside the regular contractual day.

F. Extra Compensation or Released Time

It is desirable for each employee to have an uninterrupted preparation period each day. The practice of using a regular employee as a substitute, thereby depriving him/her of his/her preparation period, is undesirable and shall be discouraged. In those cases where regular substitutes are not available, regular employees who volunteer may be used as substitutes during their preparation time. In the absence of volunteers, an employee may be assigned to serve as a substitute. Volunteers and assigned employees shall be paid at the rate of twelve dollars and fifty cents (\$12.50) per period.

G. Methods of Payment

1. Each employee shall be paid in two (2) monthly installments on the fifth (5th) and twentieth (20th) of each month.

Employees shall receive their checks at their regular building on regular school days.

2. Exceptions

When a pay date falls on or during a school holiday, bank holiday, vacation, or weekend, employees shall receive their paychecks on the past previous working day.

3. Summer Checks

Summer checks, shall be emailed to the employee at least one day prior to the date set in G(1) and G(2) above for direct deposit or available for pickup Central Office on the date set in G(1) and G(2) for live checks.

4. Each employee shall have the option of receiving all the remaining and unpaid earned contracted salary by the end of the fiscal year. Any employee choosing this option shall notify the Board Secretary by June 5. This option shall be limited to available funds and shall be paid in the order that notice was received by the secretary.

5. Employees retiring at the end of the school year shall have the option of receiving their last paycheck prior to June 30 or on or after July 1 to maximize

their retirement benefits. The employee shall notify the District by June 1 if they elect this option.

AREA V: MISCELLANEOUS PROVISIONS

A. Management Rights

It is expressly understood and agreed that all functions, rights, powers, or authority granted to or inhering in the administration of the Albia Community School District by law or custom are retained by the Board. Provided that none of the clauses in this Agreement in any way abrogates or diminishes the above-mentioned rights and authority of the Board, the Board shall not exercise its rights so as to violate any of the specific provisions of this Agreement.

B. Finality and Effect

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 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 waive any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject of matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

C. Separability

If any article, section, or clause of this Agreement is 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.

D. Printing Agreement

Copies of this Agreement shall be printed at the equal expense of the Board and the Association within thirty (30) days after the Agreement is signed, on format to be agreed upon between the Board and the Association.

E. Notice

Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or letter at the following designated addresses or at such other addresses as may be designated by a party in written notification to the other party.

1. If by Association, to Board at 701 Washington Ave East Albia, Iowa 52531.
2. If by Board, to Association in care of the President.

F. Duration

This Agreement shall be effective as of July 1, 2024, and shall continue in effect until June 30, 2025.

G. Signature Clause

In witness whereof the parties have caused this Agreement to be signed by their respective presidents, attested by their chief negotiators, and their signatures placed thereon, all on the 1st day of May, 2024.

ALBIA COMMUNITY EDUCATION ASSOCIATION

By Jessica Brady
President, Albia Community
Education Association

By Lynn Beard
Chief Negotiator

ALBIA COMMUNITY SCHOOL DISTRICT

By Cindy M. Dean
President, Board of Directors
Albia Community School District

By 74 mt
Chief Negotiator

***The following flat dollar schedule was added during the 2018-2019 year. There was no step increase for this contract year and every employee had one year of step freeze. The flat dollar schedule will be maintained in following years.

Teacher Flat Dollar Salary Schedule:

0-2 yrs. Experience/Steps 4-6

\$ 900.00 flat dollar

3-5 yrs. Experience/Steps 7-9	\$1,000.00 flat dollar
6-8 yrs. Experience/Steps 10-12	\$1,050.00 flat dollar
9-11 yrs. Experience/Steps 13-15	\$1,100.00 flat dollar
12-14 yrs. Experience/Steps 16-18	\$1,150.00 flat dollar
15+ yrs Experience/Steps 19+	\$1,250.00 flat dollar

Coach/Sponsor Flat Dollar Salary Schedule:

0-2 yrs. Experience/Steps 0-2	\$10.00 flat dollar
3-5 yrs. Experience/Steps 3-5	\$20.00 flat dollar
6-8 yrs. Experience/Steps 6-8	\$30.00 flat dollar
9-11 yrs. Experience/Steps 9-11	\$40.00 flat dollar
12-14 yrs. Experience/Steps 12-14	\$50.00 flat dollar

Albia Community School District

Salary Schedule

2024-2025

31,430
Generator Base

Base Schedule

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
In Field	BA	BA+12	BA+24	MA	MA+15	MA+30
Out Field	BA	BA+12	MA	MA+15	MA+30	MA+45
1						
2						
3						
4	35,202	36,459	37,716	38,973	40,230	41,488
5	36,459	37,716	38,973	40,230	41,488	42,745
6	37,716	38,973	40,230	41,488	42,745	44,002
7	38,973	40,230	41,488	42,745	44,002	45,259
8	40,230	41,488	42,745	44,002	45,259	46,516
9	41,488	42,745	44,002	45,259	46,516	47,774
10	42,745	44,002	45,259	46,516	47,774	49,031
11	44,002	45,259	46,516	47,774	49,031	50,288
12	45,259	46,516	47,774	49,031	50,288	51,545
13	46,516	47,774	49,031	50,288	51,545	52,802
14	47,774	49,031	50,288	51,545	52,802	54,060
15	49,345	50,288	51,545	52,802	54,060	55,317
16		51,860	52,802	54,060	55,317	56,574
17		52,645	54,374	55,317	56,574	57,831
18		53,431	55,160	56,888	58,145	59,403
19			55,945	57,674	58,931	60,188
20			56,731	58,460	59,717	60,974
21			57,517	59,246	60,503	61,760
22			58,303	60,031	61,288	62,546
23			59,088	60,817	62,074	63,331
24			59,874	61,603	62,860	64,117
25			60,660	62,389	63,646	64,903
26			61,446	63,174	64,431	65,689
27			62,231	63,960	65,217	66,474
28			63,017	64,746	66,003	67,260
29			63,803	65,532	66,789	68,046
30			64,589	66,317	67,574	68,832

Base Schedule - Frozen

Step	Lane 1	Lane 2				
In Field	BA	BA+12				
Out Field	BA	BA+12				
16	50,131					
17	50,917					
18	51,702					
19	52,488	54,217				
20	53,274	55,003				
21	54,060	55,788				
22	54,845	56,574				
23	55,631	57,360				
24	56,417	58,146				
25	57,203	58,931				
26	57,988	59,717				
27	58,774	60,503				
28	59,560	61,289				
29	60,346	62,074				
30	61,131	62,860				
31	61,917	63,646	65,374	67,103	68,360	69,617
32	62,703	64,432	66,160	67,889	69,146	70,403
33	63,489	65,217	66,946	68,675	69,932	71,189
34	64,274	66,003	67,732	69,460	70,717	71,975
35	65,060	66,789	68,517	70,246	71,503	72,760
36	65,846	67,575	69,303	71,032	72,289	73,546
37	66,632	68,360	70,089	71,818	73,075	74,332
38	67,417	69,146	70,875	72,603	73,860	75,118
39	68,203	69,932	71,660	73,389	74,646	75,903

5978

Albia Community School District
Salary Schedule
2024-2025
TSS Schedule

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
In Field	BA	BA+12	BA+24	MA	MA+15	MA+30
Out Field	BA	BA+12	MA	MA+15	MA+30	MA+45
1						
2						
3						
4	5978	5978	5978	5978	5978	5978
5	5978	5978	5978	5978	5978	5978
6	5978	5978	5978	5978	5978	5978
7	5978	5978	5978	5978	5978	5978
8	5978	5978	5978	5978	5978	5978
9	5978	5978	5978	5978	5978	5978
10	5978	5978	5978	5978	5978	5978
11	5978	5978	5978	5978	5978	5978
12	5978	5978	5978	5978	5978	5978
13	5978	5978	5978	5978	5978	5978
14	5978	5978	5978	5978	5978	5978
15	5978	5978	5978	5978	5978	5978
16		5978	5978	5978	5978	5978
17		5978	5978	5978	5978	5978
18		5978	5978	5978	5978	5978
19			5978	5978	5978	5978
20			5978	5978	5978	5978
21			5978	5978	5978	5978
22			5978	5978	5978	5978
23			5978	5978	5978	5978
24			5978	5978	5978	5978
25			5978	5978	5978	5978
26			5978	5978	5978	5978
27			5978	5978	5978	5978
28			5978	5978	5978	5978
29			5978	5978	5978	5978
30			5978	5978	5978	5978

TSS Schedule - Frozen

Step	Lane 1	Lane 2				
In Field	BA	BA+12				
Out Field	BA	BA+12				
16	5978					
17	5978					
18	5978					
19	5978	5978				
20	5978	5978				
21	5978	5978				
22	5978	5978				
23	5978	5978				
24	5978	5978				
25	5978	5978				
26	5978	5978				
27	5978	5978				
28	5978	5978				
29	5978	5978				
30	5978	5978				
31	5978	5978	5978	5978	5978	5978
32	5978	5978	5978	5978	5978	5978
33	5978	5978	5978	5978	5978	5978
34	5978	5978	5978	5978	5978	5978
35	5978	5978	5978	5978	5978	5978
36	5978	5978	5978	5978	5978	5978
37	5978	5978	5978	5978	5978	5978
38	5978	5978	5978	5978	5978	5978
39	5978	5978	5978	5978	5978	5978

Albia Community School District
Salary Schedule
2024-2025
Flat Dollar Schedule

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	
In Field	BA	BA+12	BA+24	MA	MA+15	MA+30	
Out Field	BA	BA+12	MA	MA+15	MA+30	MA+45	
1							
2							
3							
4	1000	1000	1000	1000	1000	1000	
5	1000	1000	1000	1000	1000	1000	
6	1000	1000	1000	1000	1000	1000	1000
7	1100	1100	1100	1100	1100	1100	
8	1100	1100	1100	1100	1100	1100	
9	1100	1100	1100	1100	1100	1100	1100
10	1150	1150	1150	1150	1150	1150	
11	1150	1150	1150	1150	1150	1150	
12	1150	1150	1150	1150	1150	1150	1150
13	1200	1200	1200	1200	1200	1200	
14	1200	1200	1200	1200	1200	1200	
15	1200	1200	1200	1200	1200	1200	1200
16		1250	1250	1250	1250	1250	
17		1250	1250	1250	1250	1250	
18		1250	1250	1250	1250	1250	1250
19			1350	1350	1350	1350	
20			1350	1350	1350	1350	
21			1350	1350	1350	1350	
22			1350	1350	1350	1350	
23			1350	1350	1350	1350	
24			1350	1350	1350	1350	
25			1350	1350	1350	1350	
26			1350	1350	1350	1350	
27			1350	1350	1350	1350	
28			1350	1350	1350	1350	
29			1350	1350	1350	1350	
30			1350	1350	1350	1350	1350

Flat Dollar Schedule - Frozen

Step	Lane 1	Lane 2				
In Field	BA	BA+12				
Out Field	BA	BA+12				
16	1250					
17	1250					
18	1250					
19	1350	1350				
20	1350	1350				
21	1350	1350				
22	1350	1350				
23	1350	1350				
24	1350	1350				
25	1350	1350				
26	1350	1350				
27	1350	1350				
28	1350	1350				
29	1350	1350				
30	1350	1350				
31	1350	1350	1350	1350	1350	1350
32	1350	1350	1350	1350	1350	1350
33	1350	1350	1350	1350	1350	1350
34	1350	1350	1350	1350	1350	1350
35	1350	1350	1350	1350	1350	1350
36	1350	1350	1350	1350	1350	1350
37	1350	1350	1350	1350	1350	1350
38	1350	1350	1350	1350	1350	1350
39	1350	1350	1350	1350	1350	1350

1350

31,430
Generator Base

**Albia Community School District
Salary Schedule
2024-2025
Combined Schedule**

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
In Field	BA	BA+12	BA+24	MA	MA+15	MA+30
Out Field	BA	BA+12	MA	MA+15	MA+30	MA+45
1						
2						
3						
4	42,180	43,437	44,694	45,951	47,208	48,466
5	43,437	44,694	45,951	47,208	48,466	49,723
6	44,694	45,951	47,208	48,466	49,723	50,980
7	46,051	47,308	48,566	49,823	51,080	52,337
8	47,308	48,566	49,823	51,080	52,337	53,594
9	48,566	49,823	51,080	52,337	53,594	54,852
10	49,873	51,130	52,387	53,644	54,902	56,159
11	51,130	52,387	53,644	54,902	56,159	57,416
12	52,387	53,644	54,902	56,159	57,416	58,673
13	53,694	54,952	56,209	57,466	58,723	59,980
14	54,952	56,209	57,466	58,723	59,980	61,238
15	56,523	57,466	58,723	59,980	61,238	62,495
16		59,088	60,030	61,288	62,545	63,802
17		59,873	61,602	62,545	63,802	65,059
18		60,659	62,388	64,116	65,373	66,631
19			63,273	65,002	66,259	67,516
20			64,059	65,788	67,045	68,302
21			64,845	66,574	67,831	69,088
22			65,631	67,359	68,616	69,874
23			66,416	68,145	69,402	70,659
24			67,202	68,931	70,188	71,445
25			67,988	69,717	70,974	72,231
26			68,774	70,502	71,759	73,017
27			69,559	71,288	72,545	73,802
28			70,345	72,074	73,331	74,588
29			71,131	72,860	74,117	75,374
30			71,917	73,645	74,902	76,160

Combine Schedule - Frozen

Step	Lane 1	Lane 2				
In Field	BA	BA+12				
Out Field	BA	BA+12				
16	57,859					
17	58,145					
18	58,930					
19	59,816	61,545				
20	60,602	62,331				
21	61,388	63,116				
22	62,173	63,902				
23	62,959	64,688				
24	63,745	65,474				
25	64,531	66,259				
26	65,316	67,045				
27	66,102	67,831				
28	66,888	68,617				
29	67,674	69,402				
30	68,459	70,188				
31	69,245	70,974	72,702	74,431	75,688	76,945
32	70,031	71,760	73,488	75,217	76,474	77,731
33	70,817	72,545	74,274	76,003	77,260	78,517
34	71,602	73,331	75,060	76,788	78,045	79,303
35	72,388	74,117	75,845	77,574	78,831	80,088
36	73,174	74,903	76,631	78,360	79,617	80,874
37	73,960	75,688	77,417	79,146	80,403	81,660
38	74,745	76,474	78,203	79,931	81,188	82,446
39	75,531	77,260	78,988	80,717	81,974	83,231

AREA V
Schedules

Credit for experience: Credit shall be given on the employee salary schedule for previous outside teaching experience in a duly accredited school upon initial employment.

Extra-Curricular Salary Agreement: If a Head Coach position is shared, the two coaches move two (2) horizontal lanes for their pay based on their own experience. If an Assistant Coach position is eliminated and the Head Coach position is shared, the two coaches move one (1) horizontal lane for their pay based on their own experience.

EXTRACURRICULAR ACTIVITY SALARY SCHEDULE CLASSIFICATIONS

I

High School Head Boys Basketball
High School Head Girls Basketball
High School Head Boys Wrestling
High School Head Girls Wrestling
High School Head Football
Strength/Conditioning 1 & 2

II

High School Head Boys Track
High School Head Girls Track
High School Head Volleyball
High School Head Softball
High School Head Baseball
High School Instrumental Music
High School Head Boys Soccer
High School Head Girls Soccer
High School Head Football(if shared no Asst.)
High School Head Cross Country

III

High School Assistant Football
High School Assistant Boys Basketball
High School Assistant Girls Basketball
High School Assistant Wrestling
High School Drama

IV

High School Head Boys Tennis
High School Head Girls Tennis
High School Head Boys Golf
High School Head Girls Golf
High School JV/Asst Varsity Volleyball
High School JV/Asst Varsity Baseball
High School JV/Asst Varsity Softball
High School Assistant Soccer
High School Dance Team
High School Vocal Music

V

High School Assistant Track
High School Football Cheerleading
High School Basketball Cheerleading
High School Wrestling Cheerleading
High School Freshmen Volleyball
High School Freshmen Baseball
High School Freshmen Softball
High School Asst Cross Country

VI

High School Yearbook
High School National Honor Society
Future Farmers of America
High School Speech
High School Jazz Band
High School Show Choir
Asst Strength/Conditioning

VI (cont.)

Jr High Head Football
Jr High Cross Country
Jr High Head Wrestling
Jr High Head Baseball
Jr High Head Softball
Jr. High Head Boys Track
Jr. High Head Girls Track
7th Grade Head Boys Basketball
7th Grade Head Girls Basketball
8th Grade Head Boys Basketball
8th Grade Head Girls Basketball
7th Grade Head Volleyball
8th Grade Head Volleyball

VII

High School FCCLA
High School Student Council
Business Professional of America (BPA)

VIII

High School Prom Chairperson
High School Speech (if shared)
Jr High Vocal Music
Jr High Instrumental Music
Asst Strength/Conditioning (shared)

IX

High School International Club
High School Academic Team Sponsor
E-Sports Sponsor 2 Seasons (Spring & Fall)
Jr High Assistant Football
Jr High Assistant Girls Basketball
Jr High Assistant Boys Basketball
Jr High Assistant Girls Track
Jr High Assistant Boys Track
Jr High Assistant Wrestling
Jr High Asst Volleyball
Jr High Asst Baseball
Jr High Asst Softball
Jr High Cheerleading

X

High School Art
Elementary Vocal Music
High School Drama/Musical Director

XI

High School Blue Pride Club
High School Band Auxiliary
High School ASCAPE Club
High School Prom Chairperson (if shared)
High School Graduation Chairperson
High School Academic Team (if shared)
High School Assistant Speech Sponsor
High School Book Club Sponsor
E-Sports Sponsor 1 Season (Spring or Fall)
Jr High Student Council Sponsor
Jr High Drama Club
Jr High Art
Lincoln Center Student Council Sponsor

ALBIA COMMUNITY SCHOOL DISTRICT
Extracurricular Base Activity Salary Schedule
2024-2025

AREA VI
SCHEDULES

CLASSIFICATIONS -- % of Base Salary -- \$31,830.00

EXP.

	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
	0.1200	0.1000	0.0700	0.0600	0.0550	0.0450	0.0300	0.0290	0.0250	0.0200	0.0180
0	3,897.60	3,248.00	2,273.60	1,948.80	1,786.40	1,461.60	974.40	941.92	812.00	649.60	584.64
**	0.0340	0.0430	0.0660	0.0660	0.0520	0.0620	0.0600	0.0630	0.0640	0.0630	0.0600
1	4,030.12	3,387.66	2,423.66	2,077.42	1,879.29	1,552.22	1,032.86	1,001.26	863.97	690.52	619.72
2	4,162.64	3,527.33	2,573.72	2,206.04	1,972.19	1,642.84	1,091.33	1,060.60	915.94	731.45	654.80
3	4,295.16	3,666.99	2,723.77	2,334.66	2,065.08	1,733.46	1,149.79	1,119.94	967.90	772.37	689.88
4	4,427.67	3,806.66	2,873.83	2,463.28	2,157.97	1,824.08	1,208.26	1,179.28	1,019.87	813.30	724.95
5	4,560.19	3,946.32	3,023.89	2,591.90	2,250.86	1,914.70	1,266.72	1,238.62	1,071.84	854.22	760.03
6	4,692.71	4,085.98	3,173.95	2,720.52	2,343.76	2,005.32	1,325.18	1,297.97	1,123.81	895.15	795.11
7	4,825.23	4,225.65	3,324.00	2,849.15	2,436.65	2,095.93	1,383.65	1,357.31	1,175.78	936.07	830.19
8	4,957.76	4,365.31	3,474.06	2,977.77	2,529.55	2,186.55	1,442.11	1,416.65	1,227.74	977.00	865.27
9	5,090.28	4,504.98	3,624.12	3,106.39	2,622.44	2,277.17	1,500.58	1,475.99	1,279.71	1,017.92	900.35
10	5,222.79	4,644.64	3,774.18	3,235.01	2,715.33	2,367.79	1,559.04	1,535.33	1,331.68	1,058.85	935.42
11	5,355.31	4,784.30	3,924.23	3,363.63	2,808.22	2,458.41	1,617.50	1,594.67	1,383.65	1,099.77	970.50
12	5,487.83	4,923.97	4,074.29	3,492.25	2,901.11	2,549.03	1,675.97	1,654.01	1,435.62	1,140.70	1,005.58
13	5,620.35	5,063.63	4,224.35	3,620.87	2,994.01	2,639.65	1,734.43	1,713.35	1,487.58	1,181.62	1,040.66
14	5,752.86	5,203.30	4,374.41	3,749.49	3,086.90	2,730.27	1,792.90	1,772.69	1,539.55	1,222.55	1,075.74

*Base compensation for extracurricular activities shall be indexed to the base extra-curricular salary-\$32,480. **These numbers are the percentage of the extracurricular activity base for each column. The percentage is multiplied times the number of years of experience and added to the base for the respective column. Extracurricular salaries will be pro-rated according to the pro-ratio of duties assigned if shared by more than one employee unless already listed as a shared position on the extracurricular activity classification schedule.

ALBIA COMMUNITY SCHOOL DISTRICT
Extracurricular Flat Dollar Activity Salary Schedule
2024-2025

AREA VI
SCHEDULES

CLASSIFICATIONS -- % of Base Salary -- \$32,480.00

EXP.	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
	0.1200	0.1000	0.0700	0.0600	0.0550	0.0450	0.0300	0.0290	0.0250	0.0200	0.0180
*	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
**	0.0340	0.0430	0.0410	0.0660	0.0520	0.0620	0.0600	0.0630	0.0640	0.0630	0.0600
1	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
2	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
3	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
4	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
5	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
6	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
7	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
8	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
9	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
10	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
11	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
12	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
13	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
14	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00

*Base compensation for extracurricular activities shall be indexed to the base extra-curricular salary--\$31,830. **These numbers are the percentage of the extracurricular activity base for each column. The percentage is multiplied times the number of years of experience and added to the base for the respective column. Extracurricular salaries will be pro-rated according to the pro-ration of duties assigned if shared by more than one employee unless already listed as a shared position on the extracurricular activity classification schedule.

ALBIA COMMUNITY SCHOOL DISTRICT
Extracurricular Combined Activity Salary Schedule
2024-2025

AREA VI
SCHEDULES

CLASSIFICATIONS -- % of Base Salary -- \$32,480.00

EXP.

	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
	0.1200	0.1000	0.0700	0.0600	0.0550	0.0450	0.0300	0.0290	0.0250	0.0200	0.0180
0	3,907.60	3,258.00	2,283.60	1,958.80	1,796.40	1,471.60	984.40	951.92	822.00	659.60	594.64
**	0.0340	0.0430	0.0410	0.0660	0.0520	0.0620	0.0600	0.0630	0.0640	0.0630	0.0600
1	4,040.12	3,397.66	2,433.66	2,087.42	1,889.29	1,562.22	1,042.86	1,011.26	873.97	700.52	629.72
2	4,172.64	3,537.33	2,583.72	2,216.04	1,982.19	1,652.84	1,101.33	1,070.60	925.94	741.45	664.80
3	4,315.16	3,686.99	2,743.77	2,354.66	2,085.08	1,753.46	1,169.79	1,139.94	987.90	792.37	709.88
4	4,447.67	3,826.66	2,893.83	2,483.28	2,177.97	1,844.08	1,228.26	1,199.28	1,039.87	833.30	744.95
5	4,580.19	3,966.32	3,043.89	2,611.90	2,270.86	1,934.70	1,286.72	1,258.62	1,091.84	874.22	780.03
6	4,722.71	4,115.98	3,203.95	2,750.52	2,373.76	2,035.32	1,355.18	1,327.97	1,153.81	925.15	825.11
7	4,855.23	4,255.65	3,354.00	2,879.15	2,466.65	2,125.93	1,413.65	1,387.31	1,205.78	966.07	860.19
8	4,987.76	4,395.31	3,504.06	3,007.77	2,559.55	2,216.55	1,472.11	1,446.65	1,257.74	1,007.00	895.27
9	5,130.28	4,544.98	3,664.12	3,146.39	2,662.44	2,317.17	1,540.58	1,515.99	1,319.71	1,057.92	940.35
10	5,262.79	4,684.64	3,814.18	3,275.01	2,755.33	2,407.79	1,599.04	1,575.33	1,371.68	1,098.85	975.42
11	5,395.31	4,824.30	3,964.23	3,403.63	2,848.22	2,498.41	1,657.50	1,634.67	1,423.65	1,139.77	1,010.50
12	5,537.83	4,973.97	4,124.29	3,542.25	2,951.11	2,599.03	1,725.97	1,704.01	1,485.62	1,190.70	1,055.58
13	5,670.35	5,113.63	4,274.35	3,670.87	3,044.01	2,689.65	1,784.43	1,763.35	1,537.58	1,231.62	1,090.66
14	5,802.86	5,253.30	4,424.41	3,799.49	3,136.90	2,780.27	1,842.90	1,822.69	1,589.55	1,272.55	1,125.74

*Base compensation for extracurricular activities shall be indexed to the base extra-curricular salary-\$31,830. **These numbers are the percentage of the extracurricular activity base for each column. The percentage is multiplied times the number of years of experience and added to the base for the respective column. Extracurricular salaries will be pro-rated according to the pro-ratio of duties assigned if shared by more than one employee unless already listed as a shared position on the extracurricular activity classification schedule.