

INDEPENDENCE COMMUNITY SCHOOL DISTRICT

Independence, Iowa

MASTER CONTRACT

Agreement Between

Independence Teachers' Association

and the

Board of Education

July 1, 2024 – June 30, 2026

(2 Years)

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ARTICLE I AGREEMENT

Whereas the Independence Teachers' Association and the Board of Education of the Independence Community School District have reached certain understandings, which they desire to confirm in this Agreement, the parties hereto agree as follows:

ARTICLE II RECOGNITION

A. UNIT

The Board hereby recognizes the Independence Teachers' Association as the exclusive bargaining representative for the employees of the Independence Community School District as set forth in the Public Employment Relations Board (PERB) Order of Certification in Case Number 70 issued on the 20th day of August, 1975, as same has been amended.

B. DEFINITIONS

1. The term "Board", as used in this Agreement, shall mean the Board of Education of the Independence Community School District or its duly authorized representatives.
2. The term "employee", as used in this Agreement, shall mean all persons included in PERB Order of Certification in Case Number 70 as amended.
3. The term "Association", as used in this Agreement, shall mean the Independence Teachers' Association or its duly authorized representatives.

ARTICLE III USE OF FACILITIES

The Association and its members shall have the right to make use of school facilities for meetings and equipment, including communications equipment, in non-confidential areas when such facilities and equipment are not otherwise in use. Such use shall be restricted to official Association activities. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use and any additional custodial expenses caused by such use. The Principal of the building shall be notified in advance of the time and place for all meetings.

ARTICLE IV ACCESS TO MEMBERS

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. Any person outside the official membership of the bargaining unit shall conduct his or her business before or after the regular workday as outlined in the contract.

ARTICLE V SEPARABILITY AND SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law. The Board and the Association shall meet and attempt to agree on a replacement provision to replace that deemed invalid and not subsisting, but shall be under no binding obligation to reach agreement thereon, and any failure so to agree shall not amount to an impasse so as to require implementation of an impasse procedure in the law or in any agreement between the parties. All other provisions or applications of this Agreement shall continue in full force and effect.

ARTICLE VI DURATION

This Agreement shall be effective as of July 1, 2024, and shall remain in effect until June 30, 2026. Either party to this Agreement may notify the other party in writing of any provisions of this Agreement that said party wishes to amend or modify and any deletions or additions thereto which said party wishes to enter negotiations in the coming contract period. This Agreement shall automatically continue in force and effect for an equivalent duration period for any items not specifically included in said notice. The parties agree Article VII Salary/Base Wage shall be open to negotiate base wage for the 2025-2026 Master Contract and all following contract years.

ARTICLE VII SALARY/BASE WAGE

A. BASE WAGE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	\$ 38,375	\$ 39,718	\$ 41,061	\$ 43,364	\$ 44,882	\$ 46,399	\$ 47,917
TSS	\$ 6,798	\$ 6,798	\$ 6,798	\$ 6,798	\$ 6,798	\$ 6,798	\$ 6,798
TOTAL	\$ 45,173	\$ 46,516	\$ 47,859	\$ 50,162	\$ 51,680	\$ 53,197	\$ 54,715

*See Appendix C for Salary Chart.

B. TEACHER SALARY SUPPLEMENT

Each year, the District will distribute 95% of the District's annual allocation of TSS monies to all teachers equally per FTE after deducting the District's costs of FICA, Medicare, and IPERS. The District shall distribute any remaining amounts of the District's annual allocation of TSS monies in the August payroll after adjustments are made based upon any employment changes during the contract that increase or decrease the FTE eligible for the funds.

Any TSS monies flagged for minimum teacher salary per legislation will be distributed as required by law.

The TSS amount reflected in the Salary Chart shall reflect the ninety-five percent (95%) allocation. The parties agree to the cost of the full one hundred percent (100%) allocation.

C. INCREMENTS

Employees on a regular salary chart shall be granted one (1) increment or movement of one vertical row on the salary chart for each year of service. A year of service consists of employment in the Independence Community School District for one (1) semester and one (1) day or more in one (1) school year.

Note: Rows may not correspond with years of teaching experience.

D. EDUCATIONAL LANES

Employees on the regular salary chart who move from one educational lane to a higher educational lane shall also move down a row. Graduate courses used to advance salary lanes must receive approval by the Board or its designee that the course or courses are germane to his/her teaching assignment or leading to an advanced degree. It is required that, before an employee enrolls in a course or courses, he/she seek written approval from the Board or its designee that the course(s) will be approved by filling out the Lane Change Class Pre-Approval Form on the Staff Portal area of the district website. Employees who wish to move to a higher educational lane must file a Lane Change Intent Form (Appendix

B) with the district office by March 15th of the preceding school year. A signed copy will be returned to the employee upon approval. Employees must file original transcripts by September 1st of the school year to be affected by the advance, except in situations where coursework has been completed but grades have not been filed by the educational institution. If no transcripts are available, the employee shall provide the district office an official letter from the college registrar or professor indicating completion. If applicable, pay adjustments shall be adjusted beginning with the September paycheck for said year.

G. SUPPLEMENTAL SALARY

The supplementary salary chart will be included as an MOU for the FY2024-25 and not included in the costing as the Appendix C is being restructured as per request of ITA.

F. METHOD OF PAYMENT

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th day of each month. Employees shall receive their check stub sent to them electronically through email. Those employed on the supplemental spreadsheet may make other arrangements that are mutually satisfactory to the involved parties.

2. Exceptions

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

3. Direct Deposit

Direct deposit is mandatory for all employees to have their checks deposited in the bank of their choice.

ARTICLE VIII SICK LEAVE

A. ANNUAL SICK LEAVE

All employees shall be granted leave for personal illness, injury, or medical appointments which cannot be scheduled outside of the work day as set forth in the Employee Handbook, with full pay at the rate of fifteen (15) days per year beginning with the first official day of the work year whether or not the employee reports for duty on that day. Sick leave will be prorated by quarter based on initial hire date. The employee shall provide, upon request from the District, reasonable verification of illness and/or medical appointments as per the current law.

B. UNUSED SICK LEAVE

Days are accumulated to a maximum limit of ONE-HUNDRED TWENTY (120) days. Employees shall be given a copy of a written accounting of accumulated sick leave no later than September 1 of the contract year.

C. SICK LEAVE BANK

1. Establishment. A sick leave bank will be established for the use of employees who choose to participate. The bank year will be the contract year.
2. Participation. Participation in the sick leave bank will be on a voluntary basis and each participating individual employee's contribution will be made in the form of one (1) day of sick leave from his/her current year's allocation of 15 days. The days contributed to the bank become the property of the bank and will not be returned to the employee, except under paragraph 5 below. Only individuals who have contributed to the bank may utilize the bank days.
3. Enrollment. Enrollment will take place during opening workshop but in no case later than September 10th and will entitle the enrolling employee to membership until revoked in writing by the employee. Enrollment shall consist of signing one (1) copy of the Sick Leave Bank Form found in Appendix A and forwarding it to the Superintendent's office. The form indicates the year of coverage and authorizes the sick leave transfer to the bank.
4. Eligibility. Donated Sick Leave Bank days will be available only to eligible employees who:
 - Have donated at least one (1) day of sick leave to the Bank,
 - Have used all of their paid leave days (sick leave and personal leave days),
 - Have not yet met the elimination period for long term disability insurance, and
 - Have a serious illness, or an injury that requires hospitalization or long-term care.

An eligible employee is one who has met the requirements for a medical condition that meets the definition of a serious health condition, as defined the Family Medical Leave Act (FMLA), and has exhausted their available sick leave and personal leave without being eligible for long term disability, workers' compensation, and/or social security disability. A serious health condition is defined by FMLA as:

- Conditions requiring an overnight stay in a hospital or other medical care facility;
- Conditions that incapacitate you or your family member for more than three consecutive days and have ongoing medical treatment;
- Chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a health care provider at least twice a year; and
- Pregnancy/Childbirth

Use of the Sick Leave Bank shall be limited to those absences where a licensed health care provider verifies the illness or disability; a doctor's certificate will be required as a prerequisite to withdrawing days from the Bank.

An employee who qualifies for the Sick Leave Bank and returns to work may be eligible for additional Bank days later in the year providing their health condition continues to meet the FMLA definition of a serious health condition. A statement from a licensed health care provider will be required for additional Bank days.

5. Access. Requests for use of Sick Leave Bank days will be made on a designated form and submitted to the Director of Human Resource or designee. A doctor's or licensed health care provider's verification of the illness or disability will be required.

A committee will be formed of two (2) District representatives and two (2) Association (Association President and Chief Negotiator) representatives to determine if the request for use of the Bank will be approved.

A decision will be made within 2 calendar weeks upon completed documentation. The decision of the committee is binding and not grievable.

Days may be used from the Bank retroactively, if the request is made within 30 days of the leave.

A maximum of thirty (30) days each school year can be withdrawn by one full-time individual from the Bank.

If in any given year the sick bank is depleted and there are qualified employees in need of days, the Association President may discuss with the Superintendent the need to reopen the sick leave bank to additional sick leave donations from employees who have previously donated to the Bank in that same year. Employees may donate one additional day.

If an employee's absence which is eligible for Sick Leave Bank usage exceeds the thirty (30) days and if there are "original" days remaining in the Sick Leave Bank at the end of the school year, then any days remaining in the Sick Leave Bank at the end of the school year may be allocated to employees on a pro rata basis with approval of the committee. This does not apply if remaining Sick Leave Bank days are existing due to reopening the Bank due to depletion of "original" Bank donations.

6. Unused Days. At the close of each school year, a maximum of fifty (50) **"original"** sick leave days shall be carried over to the next succeeding school year.

The following year's bank will consist of the days carried over plus all contributed days for that year's participation. Donated sick days will not be returned to the donor.

ARTICLE IX TEMPORARY LEAVES

For new employees who start after the commencement of the normal contract year, all leaves will be prorated based on the number of days in the normal contract year of said employee's employment category. For currently contracted employees all leaves are available on the initial day of the contract year. However, should employment terminate prior to the end of the contract year, all leave will be prorated based on the number of days worked. Any leave taken in excess of the prorated amount will be reimbursed to the district as a deduction from the employee's last paycheck. The smallest portion of a day that may be used for leave purposes is one fourth (1/4) of an employee's contracted day. Exception would be for short appointments that take less than 60 minutes of student coverage and the employee arranges the needed student coverage. This is a mutually agreed between staff and the coverage is not reimbursable. Approval must be granted by building administrator prior to the appointment. This leave is not available during professional learning time.

A. PERSONAL LEAVES

1. Each year, full time employees shall be granted three days of unqualified personal leave under the following conditions:
 - a. No more than three staff members per building may be gone on personal leave on any given day at Early Childhood Center/East and West. No more than six staff members may be gone on personal leave on any given day at the Junior/Senior High/Buchanan County Success Center. If more staff have applied for personal leave than are allowed on a given day, personal leave will be granted based upon the order in which the applications are received. Upon request, an exception may be granted at the discretion of the Superintendent.

Personal days are not allowed to be taken during the first five (5) student days and the last five (5) student days of the school year except in case of emergency or extenuating circumstances as determined by the Superintendent in his/her sole discretion.

2. Each year, full time employees shall have the opportunity to return to the Independence Community School District unused personal leave. For each unused personal day, the employee chooses to return to the district, the Board shall reimburse the employee an amount of **\$230.00**. One personal day may be rolled over per year, of a maximum of five (5) personal days. Maximum payout will be three (3) personal days per year. This payment will be on the employee's paycheck the month following the last teacher workday.

B. LEAVE FOR IMMEDIATE FAMILY ILLNESS

Employees shall be granted leave at full pay for illness in the immediate family not to exceed a total of four (4) days per year. Leave for this immediate family illness shall not be deducted from any accumulated sick leave.

If needed, employees may trade one sick leave day for an additional family illness day. Total number of additional family illness days per year will be limited to four (4). These additional family leave days will be deducted from the accumulated sick leave. The immediate family shall be defined as: the employee's wife, husband, domestic partners, sons, daughters, step-children, foster children, mother, father, step-mother, step-father, and any of the following who reside with the employee: brothers, sisters, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law. In the event that any of the foregoing relatives are hospitalized, the employees shall be granted said leave whether or not that relative resides with the employee.

C. BEREAVEMENT LEAVE

Employees shall be granted a total of five (5) days leave without loss of salary for the death of the employee's spouse, domestic partners, child, step-children, foster children, parents, step-mother, step-father, or any other member of the immediate household. Employees shall be granted a total of three (3) days leave without loss of salary for the death of an employee's brother, sister, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-mother-in-law, step-father-in-law, great grandparents, niece and nephew. Employees shall be granted one day leave without loss of salary for the death of an employee's aunt and/or uncle. Employees shall be granted leave, not to exceed one day, for the death of someone not covered above. This leave may be taken in quarter day increments. The funeral leave allowed herein shall not be deducted from any accumulated sick leave.

D. LEGAL DUTY

Employees required by law to appear for jury duty or school legal obligation shall suffer no financial loss because of such absence, and the difference between their normal salary and the compensation received for jury duty shall be paid to the employee by the Board. Employees, when excused from jury duty, shall return to work unless excused by the Principal.

E. LEAVE FOR ASSOCIATION CONVENTIONS

A maximum of six (6) days per year shall be available to the Association for representatives of the Association to attend state conference or state convention. The representatives appointed by the Association to use said six (6) days shall suffer no loss of pay therefore.

F. CAREER DEVELOPMENT LEAVE

Certified employees may request career development leave for the purpose of continuing their education at an accredited college or university. Coursework taken must be directly related to the completion of an advanced degree in the field of education or the employee's subject area of expertise and must be a course that is not offered at any other time. The

request for career development leave shall be made in writing to the Superintendent. The Superintendent reserves the right to limit the number of employees granted career development leave at any one time. Career development leave shall not exceed one hundred twenty (120) minutes per day and shall not exceed one (1) semester per year per employee. Any costs associated with said leave, including any substitute costs, shall be paid by the employee.

G. PROFESSIONAL DEVELOPMENT LEAVE

Full time certified employees shall be granted two (2) days of professional development leave per year. These days shall be used to participate in a professional development opportunity of the employee's choice that is directly related to the employee's teaching area of expertise and is not offered at any other time. The request for professional development leave must be approved by the Superintendent. The Superintendent reserves the right to deny this leave or to limit the number of employees granted professional development leave at any one time.

H. GOOD CAUSE

Whenever the leave that is available to an employee under this Article is exhausted or where a situation is not covered by a provision of this Article, the Superintendent may grant leave with pay, without pay, or with the employee reimbursing the District for the cost of the substitute, for good cause shown.

I. CHILDREARING

1. Paternity Leave

For the purpose of caring for a newborn infant, the employee-father shall be allowed to use a maximum of ten (10) days from their accumulated sick leave. Such leave shall normally be subsequent to the birth of the employee's child and taken within the first fourteen (14) days of birth.

2. Adoption Leave

For the purpose of caring for a newly adopted child, employees shall be allowed ten (10) days from their accumulated sick leave. Such leave shall normally be when the child is physically turned over to the employee-parent and taken within the first fourteen (14) days of custody.

ARTICLE X EXTENDED LEAVES

A. ILLNESS / CHILDBIRTH / DISABILITY LEAVES

An employee who is unable to work or chooses not to work under FMLA because of personal illness or disability or childbirth or adoption and who has exhausted all sick leave which might be available under Article VII (Sick Leave) and all other applicable leaves

shall be granted a leave of absence without pay for the duration of such illness or disability or other inability up to one (1) year. During such extended leave of absence, the employee may receive disability benefits where applicable, but the employee shall receive no insurance benefits at Board expense during said status after the first twelve (12) weeks as per FMLA. However, the employee may elect to continue insurance benefits during said leave of absence by paying the premiums themselves to the District, contingent upon approval of said procedure by the respective insurance carriers. Upon return to work, the employee shall resume the status enjoyed as of the date of the commencement of extended leave, together with all rights and privileges attendant thereto as same may have been amended by operation of other provisions of this contract. With regard to sick leave related to childbirth, sick leave benefits to the extent of an employee's accumulated unused sick leave shall be paid through twelve (12) weeks. Use of sick leave bank can only be utilized for the duration of time of medical confinement, which is defined as the time the employee is physically unable to perform regular duties.

B. SABBATICAL LEAVE

Certified employees who have completed seven (7) academic years in the Independence Community School District may request a one (1) year sabbatical leave of absence without pay for the purpose of continuing their education at an accredited college or university. Coursework taken must be related to the education profession. The year of sabbatical leave shall coincide with the District's fiscal year. This request shall be made in writing to the Superintendent by March 15 preceding the fiscal year of absence. While absent, the employee may remain in the health insurance group if he/she pays all premiums. Upon return to the District, the employee shall receive full credit on the salary spreadsheet for his/her experience. No experience credit will be given for the sabbatical year. The employee is guaranteed re-employment in the Independence Community School District upon returning from sabbatical leave. This leave may only be used once by an employee and is not renewable.

ARTICLE XI EMPLOYEE WORK YEAR/DAY

A. IN-SCHOOL WORK YEAR

Regular Contract: The in-school work year for employees on a regular contract shall not exceed one-hundred eighty-seven (187) days which shall include days when pupils are in attendance, in-service days and other contract days. Employees new to the District shall work one (1) additional day prior to the beginning of the regular work year and shall be compensated at their per diem rate.

B. IN-SCHOOL WORK DAY

The total in-school workday shall consist of a duty-free twenty-five (25) minute lunch period for each employee.

ARTICLE XII INSERVICE

Teachers shall be required to participate in at least 36 hours annually of teacher driven collaboration time to deliver educational programs and assess student learning, or to engage in peer review pursuant to Section 284.8, Subsection 1, Code of Iowa. Designated professional development, as long as practitioner collaboration is a substantial component of this professional development, or professional learning community time shall count toward the requirement. Individual educator preparation item shall not count as collaboration time. The Teacher Quality Committee shall determine how collaboration item will be implemented. Any additional work required beyond the regular contracted workday shall be compensated by the District at thirty-five dollars (\$35.00) per hour.

ACKNOWLEDGEMENT

IN WITNESS WHEREOF, the parties hereto have caused this AGREEMENT to be signed by their representative president, all on the ____ day of _____, 2024.

**INDEPENDENCE
TEACHERS ASSOCIATION**

by Sue Henry
Chief Negotiator

by Kelly Mitchell
ITA President

**INDEPENDENCE COMMUNITY
SCHOOL DISTRICT**

by Kim Hansen
Board President

by Cynthia Phillips
Superintendent

APPENDIX A

SICK LEAVE BANK AUTHORIZATION

Form available on District Website

I authorize the transfer of one day of my sick leave to the sick leave bank for the current school year.

NOTE: All provisions of Article VIII of the Agreement shall be observed. Submit no later than September 10th.

Employee Name - PRINT

Employee Signature

____/____/____
Date

Superintendent's Signature

____/____/____
Date

APPENDIX B

Lane Change Intent Form

Deadline for filing this form is March 15th of the preceding school year in which the lane change will take effect.

Name (please print): _____

I have completed the following educational requirements to advance horizontally on the salary spreadsheet from _____ to _____ for the _____ school year. A lane change pre-approval form has been submitted and approval has been obtained for all courses.

I will have original transcripts of earned credits in the Administration Office on or before September 1st of the school year to be affected by the advance.

Staff Signature: _____ Date: _____

For Office Use Only

Received by: _____

Date: _____

Approved: Yes _____ No _____

Date: _____

Superintendent's Signature

APPENDIX C

Salary Chart

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	\$ 45,173	\$ 46,516	\$ 47,859	\$ 50,162	\$ 51,680	\$ 53,197	\$ 54,715
Row 1	\$ 45,941	\$ 47,284	\$ 48,627	\$ 51,138	\$ 52,655	\$ 54,173	\$ 55,691
Row 2	\$ 46,708	\$ 48,051	\$ 49,394	\$ 52,113	\$ 53,631	\$ 55,149	\$ 56,667
Row 3	\$ 47,476	\$ 48,819	\$ 50,162	\$ 53,089	\$ 54,607	\$ 56,125	\$ 57,642
Row 4	\$ 48,243	\$ 49,586	\$ 50,929	\$ 54,065	\$ 55,583	\$ 57,100	\$ 58,618
Row 5	\$ 49,011	\$ 50,354	\$ 51,697	\$ 55,040	\$ 56,558	\$ 58,076	\$ 59,594
Row 6	\$ 50,641	\$ 51,985	\$ 53,328	\$ 56,732	\$ 58,249	\$ 59,767	\$ 61,285
Row 7	\$ 52,272	\$ 53,616	\$ 54,959	\$ 58,423	\$ 59,941	\$ 61,458	\$ 62,976
Row 8	\$ 53,903	\$ 55,246	\$ 56,590	\$ 60,114	\$ 61,632	\$ 63,150	\$ 64,667
Row 9	\$ 55,534	\$ 56,877	\$ 58,221	\$ 61,805	\$ 63,323	\$ 64,841	\$ 66,358
Row 10	\$ 57,165	\$ 58,508	\$ 59,851	\$ 63,496	\$ 65,014	\$ 66,532	\$ 68,050
Row 11	\$ 58,796	\$ 60,139	\$ 61,482	\$ 65,188	\$ 66,705	\$ 68,223	\$ 69,741
Row 12	\$ 59,021	\$ 61,770	\$ 63,113	\$ 66,879	\$ 68,397	\$ 69,914	\$ 71,432
Row 13	\$ 59,246	\$ 61,995	\$ 64,744	\$ 68,570	\$ 70,088	\$ 71,605	\$ 73,123
Row 14	\$ 59,471	\$ 62,220	\$ 64,969	\$ 70,261	\$ 71,779	\$ 73,297	\$ 74,814
Row 15	\$ 59,696	\$ 62,445	\$ 65,194	\$ 70,486	\$ 72,004	\$ 73,522	\$ 75,039
Row 16	\$ 59,921	\$ 62,670	\$ 65,419	\$ 70,711	\$ 72,229	\$ 73,747	\$ 75,264
Row 17	\$ 60,146	\$ 62,895	\$ 65,644	\$ 70,936	\$ 72,454	\$ 73,972	\$ 75,489
Row 18	\$ 60,371	\$ 63,120	\$ 65,869	\$ 71,161	\$ 72,679	\$ 74,197	\$ 75,714
Row 19	\$ 60,596	\$ 63,345	\$ 66,094	\$ 71,386	\$ 72,904	\$ 74,422	\$ 75,939
Row 20	\$ 60,821	\$ 63,570	\$ 66,319	\$ 71,611	\$ 73,129	\$ 74,647	\$ 76,164
Row 21	\$ 61,046	\$ 63,795	\$ 66,544	\$ 71,836	\$ 73,354	\$ 74,872	\$ 76,389
Row 22	\$ 61,271	\$ 64,020	\$ 66,769	\$ 72,061	\$ 73,579	\$ 75,097	\$ 76,614
Row 23	\$ 61,496	\$ 64,245	\$ 66,994	\$ 72,286	\$ 73,804	\$ 75,322	\$ 76,839
Row 24	\$ 61,721	\$ 64,470	\$ 67,219	\$ 72,511	\$ 74,029	\$ 75,547	\$ 77,064
Row 25	\$ 61,946	\$ 64,695	\$ 67,444	\$ 72,736	\$ 74,254	\$ 75,772	\$ 77,289
Row 26	\$ 62,171	\$ 64,920	\$ 67,669	\$ 72,961	\$ 74,479	\$ 75,997	\$ 77,514
Row 27	\$ 62,396	\$ 65,145	\$ 67,894	\$ 73,186	\$ 74,704	\$ 76,222	\$ 77,739
Row 28	\$ 62,621	\$ 65,370	\$ 68,119	\$ 73,411	\$ 74,929	\$ 76,447	\$ 77,964
Row 29	\$ 62,846	\$ 65,595	\$ 68,344	\$ 73,636	\$ 75,154	\$ 76,672	\$ 78,189
Row 30	\$ 63,071	\$ 65,820	\$ 68,569	\$ 73,861	\$ 75,379	\$ 76,897	\$ 78,414
Row 31	\$ 63,296	\$ 66,045	\$ 68,794	\$ 74,086	\$ 75,604	\$ 77,122	\$ 78,639

Row 32	\$ 63,521	\$ 66,270	\$ 69,019	\$ 74,311	\$ 75,829	\$ 77,347	\$ 78,864
Row 33	\$ 63,746	\$ 66,495	\$ 69,244	\$ 74,536	\$ 76,054	\$ 77,572	\$ 79,089
Row 34	\$ 63,971	\$ 66,720	\$ 69,469	\$ 74,761	\$ 76,279	\$ 77,797	\$ 79,314
Row 35	\$ 64,196	\$ 66,945	\$ 69,694	\$ 74,986	\$ 76,504	\$ 78,022	\$ 79,539
Row 36	\$ 64,421	\$ 67,170	\$ 69,919	\$ 75,211	\$ 76,729	\$ 78,247	\$ 79,764
Row 37	\$ 64,646	\$ 67,395	\$ 70,144	\$ 75,436	\$ 76,954	\$ 78,472	\$ 79,989
Row 38	\$ 64,871	\$ 67,620	\$ 70,369	\$ 75,661	\$ 77,179	\$ 78,697	\$ 80,214
Row 39	\$ 65,096	\$ 67,845	\$ 70,594	\$ 75,886	\$ 77,404	\$ 78,922	\$ 80,439
Row 40	\$ 65,321	\$ 68,070	\$ 70,819	\$ 76,111	\$ 77,629	\$ 79,147	\$ 80,664
Row 41	\$ 65,546	\$ 68,295	\$ 71,044	\$ 76,336	\$ 77,854	\$ 79,372	\$ 80,889

APPENDIX C

Supplemental Salary Chart

The supplementary salary chart will be included as an MOU for the FY2024-25

**Memorandum of Understanding between
the Independence Community School District and
and the Independence Education Association**

This Memorandum of Agreement shall be in effect starting July 1, 2024, and shall remain in effect until June 30, 2026. At that time it will become part of the Master Contract and not an MOU. This MOU - Supplemental Salary Chart may be reopened for the fiscal year 2025-2026 contracts, or if both parties mutually agree to modify it.

**APPENDIX C
Supplementary Salary Chart**

Category	1	2	3	4	5	6	7	8	9
Salary	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00	\$3,500.00	\$4,000.00	\$4,500.00	\$5,000.00	\$5,500.00

Category Assignments

1	K-2 Vocal Director, JH Student Council, Asst Summer Band, Asst Speech-Large Group, Asst Speech-Small Group, JSH Mentor, NHS, Silver Cord
2	Asst Fall Play, Asst Musical, Asst Marching Band, Summer Band, Color Guard, Mock Trial, FCCLA, DECA/FBLA, SkillsUSA, Summer School Director
3	JH Coaches, Asst Cheerleading, Large Group Speech, Small Group Speech, Robotics, 5-6 Band, 3-6 Vocal Director, Elementary Mentor
4	Marching Band, HS Fall Play Director, HS Musical Director, Student Supervision, Asst Tennis Coach
5	AV Tech, 7-8 Band, Yearbook
6	Head HS Coaches(Bowling, Golf, Tennis), Asst HS Coaches(for Category 8 & 9 Head Coaches), Cheerleading, Strength & Conditioning, Student Council/Prom
7	Asst Band Director
8	Head HS Coaches(Track, CC)
9	Head HS Coaches(Volleyball, Football, Wrestling, Basketball, Soccer, Softball, Baseball), Band Director, Vocal Director

IN WITNESS WHEREOF, the parties hereto have caused this MEMORANDUM OF UNDERSTANDING to be signed by their representative president, all on the 20th day of May, 2024.

INDEPENDENCE TEACHERS ASSOCIATION

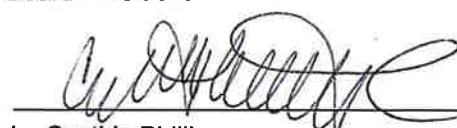

by: Sue Henry

Chief Negotiator


by: Kelly Mitchell
ITA President

INDEPENDENCE COMMUNITY SCHOOL DISTRICT


by Kim Hansen
Board President


by Cynthia Phillips
Superintendent