

**CENTRAL DECATUR COMMUNITY SCHOOL  
MASTER CONTRACT**

**2024-2026**

**CENTRAL DECATUR COMMUNITY SCHOOL  
DISTRICT**

**AND**

**CENTRAL DECATUR EDUCATION  
ASSOCIATION**

**BARGAINING AGREEMENT**

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## ARTICLE I: COLLECTIVE BARGAINING AGREEMENT

This agreement is entered into by and between the Central Decatur Community School District of Decatur County, Iowa and the Central Decatur Education Association as follows:

Duration of this agreement shall be for a one (1) year period from July 1, 2024 until June 30, 2026.

## ARTICLE II: GRIEVANCE PROCEDURE

- A. A grievance is a claim by an employee or employee group that there has been a violation, misinterpretation or misapplication of the provisions of the agreement.
- B. Within eight (8) school days of the grievance, the aggrieved will discuss the problem with the building principal to resolve the problem.
- C. If this problem is not resolved within three (3) school days, said statement of the problem will be submitted to the principal within ten (10) school days of the grievance. Upon receiving the written statement, the principal will have ten (10) school days to return to the aggrieved a written response.
- D. 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 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.
- E. If the grievance is not resolved satisfactorily at Step 3, the aggrieved teacher shall file, within five (5) school days of the Superintendent's written decision at the third step, a copy of the grievance with the School Board. Within thirty (30) school days after the School Board receives a copy of the grievance, the aggrieved and the School Board shall meet to discuss the grievance. The School Board shall file a decision regarding the grievance within twenty (20) school days of meeting with the aggrieved and will provide a copy of the decision to the aggrieved and the Superintendent. The decision of the School Board will be binding on all parties.
- F. The failure of an employee or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal. 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 may be extended by mutual agreement. A grievant may be represented at all stages of the grievance procedure by himself/herself or at his/her option, by an Association representative selected by the Association. If the grievant is not represented by the Association, the Association shall have the right to be present and to state its view at all stages of the grievance procedure.
- G. Wherever in this agreement or grievance procedure, reference is made to days, it is understood that regular school days are intended and shall be counted.
- H. All grievance proceedings will be held in confidence.

- I. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants.
- J. Class grievances involving more than one supervisor and grievances involving administration above the building level shall be filed by the Association at Step 3.

#### ARTICLE III: WAGES AND SALARIES

- A. The generator base wage (BA, Step 1) is \$30,250, making the combined base \$30,450.
- B. Method of Payment
  1. At the discretion of the employee, payment will be made in either nine (9) or twelve (12) equal installments on the twentieth (20th) of each month. Payment will be made by direct deposit for all employees hired on or after July 1, 2005.
  2. When payday falls on or during a school holiday or weekend, employees shall receive their pay on the last previous working day.
  3. Employees who are new in the teaching profession may, at their option, elect to receive up to fifty percent (50%) of their first salary installment at the regular pay period in August. The balance of the first salary installment shall be paid at the regular pay period in September.

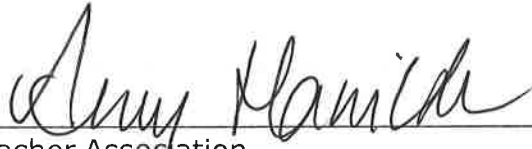
#### ARTICLE IV: COMMUNICATIONS

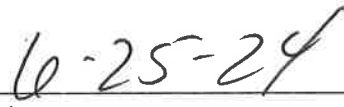
The Association shall have the right to post notices on activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounges and workrooms. The Association may use the district mail service and employee mailboxes for communications to employees.

#### ARTICLE V: AUTHORIZED DEDUCTIONS

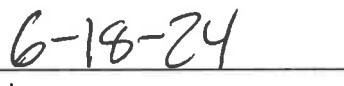
- A. Payroll deduction shall be arranged whereby dues will be deducted from each employee's check in nine (9) or twelve (12) consecutive equal installments.
- B. A deduction for a contribution to a tax sheltered annuity/403(b) account will be made from an employee's salary payments upon the District's receipt of proper authorization from the employee.

This agreement constitutes the entire agreement between the Teacher Association and the Board of Education and concludes collective bargaining for its term.

  
Teacher Association

  
Date

  
Board of Education

  
Date