

AGREEMENT BETWEEN
EASTERN ALLAMAKEE COMMUNITY SCHOOL DISTRICT
AND
EASTERN ALLAMAKEE EDUCATION ASSOCIATION
2024-25, 2025-26, 2026-27, and 2027-28 SCHOOL YEARS

PREAMBLE:

The School Board of the Eastern Allamakee Community School District, Lansing, Iowa, or its duly authorized representatives, hereafter referred to as "The District", and the Eastern Allamakee Education Association, or its duly authorized representatives, hereinafter referred to as "The EAEA", agree to negotiate in good faith. As a result, both parties have reached certain understandings which they desire to confirm in this Agreement, it is agreed as follows:

RECOGNITION:

The District recognizes The EAEA as the exclusive representative of teachers employed by The District or the Eastern Allamakee Community School District, which exclusive representatives shall have those rights and duties prescribed by the State of Iowa under the Iowa Code, as well as any other designee appointed by the State of Iowa under Iowa law, and as described in the provisions of this Agreement.

PROCEDURES FOR NEGOTIATIONS:

The bargaining process, including timelines, shall follow those regulations established by Iowa Law, current PERB rulings, and any additional rulings as established by the Iowa Legislature and the Iowa Code.

WAGES and SALARIES

A spreadsheet titled EACS - HF 2612 Salary Implementation Proposal and shared between the District and the EAEA shall determine wages for FY 25 and FY 26, and probable wages for FY 27 and FY 28.

The total salary for each certified staff member covered under this agreement for FY 25 is comprised of an estimated average increase in teaching wages of 15.7% as compared to the total cost of wages in FY 24. For FY 26, the average estimated wage increase will be 4.0% over FY 25 if the same employees are present. Slight variances to the totals in FY 25 and larger variances in FY 26 may occur due to teacher turnover. Teachers new to education shall be placed at \$47,500 in FY 25 and \$50,000.00 in FY 26. Teachers entering their 13th year in education shall be placed at \$60,000 in FY 25 and \$62,000 in FY 26. Teachers new to the District, but not new to teaching, will be placed by the District as determined by average salaries of teachers with similar years of experience and/or the needs of the District.

The aforementioned spreadsheet will be followed with modifications listed below:

- 1) a substantive enrollment change: (Actual enrollment of students educated in FY 23 was 315, and in FY 24 was 275)
 - An increase above 315 will lead to .5% additional increase in wages spread equally. 335 or greater = 1.0%.
 - A decrease below 270 will constitute re-evaluation of the spreadsheet as initiated by the District.
- 2) legislation that effects the future financial position of the District as determined by the District.

DURATION:

This Agreement is for four (4) years and shall be effective as of July 1, 2024. This Agreement shall continue in effect through June 30, 2028.

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

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

This document represents the complete agreement between the District and the Association and shall be in effect from July 1, 2024 thru June 30, 2028.

Signatures:

This agreement is made this 13th day of May, 2024

Allison Fitzwater 5/13/2024 EAEA President
Bobbie Hufnagel 5/14/24 Board President

EAEA President
Board President

Date

Date

EACS

Approved by Board
May 20, 2024
DC
Interim Supt.