

MASTER CONTRACT AGREEMENT

Between the

GRINNELL-NEWBURG COMMUNITY SCHOOL DISTRICT BOARD
OF DIRECTORS

and the

GRINNELL-NEWBURG EDUCATION ASSOCIATION

925 Broad Street
Grinnell, Iowa 50112

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PREAMBLE

The Board of Education and the Grinnell-Newburg Education Association of the Grinnell-Newburg Community School District jointly recognize the importance of education to the pupils of this community. It is also recognized that the best interest of education in the schools can best be served by mutual understanding and cooperation among the Board of Education, Administration, and the Association. This joint development of a Master Contract signifies that all groups have their unique contributions toward quality education.

This agreement, brought about by sincere concern and effort, is entered into by the Board and the Association in order to provide harmonious relationships and in order that the community may best be served.

ARTICLE 1 MASTER CONTRACT

- 1.1. The articles of agreement enclosed herein shall constitute the Master Contract between the Grinnell Newburg Board of Education and the Grinnell-Newburg Education Association.
- 1.2. The Master Contract shall be effective as of July 1, 2024 and, shall continue in force through June 30, 2027. The GNEA and the Grinnell-Newburg Board of Education will open the contract in the spring of 2025 and 2026 for the purpose of negotiating the salary schedules and mutually agreed upon language.
- 1.3 Labor Management Committee (LMC):

The Board of Education and GNEA will continue a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters referred to in the handbook and other matters mutually agreed upon.

ARTICLE 2 DEFINITIONS

- 2.1. ***District*** refers to the Grinnell-Newburg Community School District (#79-2709) as prescribed by the State Department of Education.
- 2.2. ***The Board, or Employer*** refers to the duly elected and seated persons as directors of the Grinnell Newburg Community School District.
- 2.3. ***The Association*** refers to the Grinnell-Newburg Education Association or its duly appointed designees as constituted and controlled by its bylaws.
- 2.4. ***Certificated Employee*** refers to all regular school employees of the Grinnell-Newburg Community School District employed as a teacher, librarian, counselor, or nurse.
- 2.5. ***School Days*** refers to all days when students are required to be in attendance at any school building, certificated personnel are required to supervise, and which is accepted as a school day by the Department of Education.
- 2.6. ***Contract Days*** refers to all days an employee is required by contract to be performing school functions.
- 2.7. ***School Business Days*** refers to the days that the District Administrative Office is open for business.
- 2.8. ***Seniority*** shall be defined as years of continuous service in the District, including the current year, as calculated to the nearest one-half year. Present staff members' current seniority will be considered continuous through the 1981-82 school year.
- 2.9. ***Seniority Factor*** shall be a numerical total consisting of seniority, number of educational lanes attained (up to 4) as per the employee's individual contract on January 1 of the current school year, and number of supplemental assignments (up to 2) on January 1 of the current school year.
- 2.10. ***Grievance*** is a complaint that there has been a violation, misinterpretation, or inequitable application of the Master Contract.
- 2.11. ***Group Grievance*** is a complaint by the Association that there has been a violation, misinterpretation, or inequitable application of the Master Contract, which has affected a group or class of employees.
- 2.12. ***Aggrieved Party*** is the person(s) or the Association (in a *Group Grievance*) filing a grievance.
- 2.14. ***Exhibits*** are included in the Master Contract for reference only; they are non-negotiable and non-grievable.

**ARTICLE 3
BOARD RIGHTS**

- 3.1. It is understood and agreed that all functions, rights, and powers or authority granted by Law to the Board for the administration of the District which are not specifically limited by language of this agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the provisions of this agreement.

**ARTICLE 4
ASSOCIATION RIGHTS**

- 4.1. The Association has the right to:

4.1.1. Use of Facilities

The Association shall have the right to make use of school district buildings and facilities at all reasonable hours for meetings provided, however, that said use has been cleared on the building calendar by the principal or designee.

4.1.2. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards and to use electronic communication methods on school owned devices.

**ARTICLE 5
HEALTH AND SAFETY PROVISIONS**

- 5.1. The Board will provide its employees with the necessary equipment to perform assigned duties in a safe manner. The employees will be expected to perform their duties in a safe manner.
- 5.2. The principal in each attendance center in the District may establish a Health and Safety Committee, said committee to include at least three teachers.
- 5.2.1. Each Committee will make recommendations for establishing a District procedure for employees to report unhealthy/unsafe conditions/practices within school buildings.
- 5.2.2. Each Committee will make recommendations to the building principal for improving the health and safety of building occupants.
- 5.3. The Board shall have assigned in each attendance center personnel trained in emergency first-aid treatment for building occupants.
- 5.4. The Board shall keep in force a liability insurance policy providing protection of its employees against legal actions resulting in the performance of their assigned duties.

ARTICLE 6 GRIEVANCES

6.1. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions for resolving any questions arising under this Contract. Both parties in interest agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

6.2. Procedure

6.2.1. Time limits

6.2.1.1. The number of days indicated at each level should be considered as a maximum and effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.

6.2.1.2. A claim must be filed at Level 2 within forty-five (45) school business days of the occurrence of the event in question.

6.2.2. Year-End Grievance

If a grievance has not been settled by the last contract day of the school year, a request by either the grievant or the superintendent will postpone further timelines until the first contract day of the ensuing school year. The request, however, must state reasons why the claim cannot be normally processed.

6.2.3. Level 1

A party with a grievance shall first discuss it with the principal or immediate supervisor, with the objective of resolving the matter informally.

6.2.4. Level 2

If the aggrieved party is not satisfied with the disposition of the grievance at Level 1 the party may file a written grievance with the principal and a copy of such will be filed with the Association. The written grievance shall be filed on a Board adopted form, Exhibit I, and must cite the specific Article he/she believes has been violated and the remedy sought.

Within five (5) school business days of filing the grievance, the party shall receive a meeting with the building principal to discuss the written grievance, either directly or through the Association's designated representative, with the objective of resolving the matter at this level.

The principal shall render a written decision within five (5) school business days following the Level 2 meeting.

6.2.5. Level 3

If the aggrieved party is not satisfied with the disposition of the grievance at Level 2 the party may request to Association to submit the grievance in writing to the superintendent or designee. The party's decision to advance the grievance shall be made within five (5) school business days after receipt of the written decision at Level 2.

The Association, once requested by the party, has five (5) school business days to submit the grievance in writing to the superintendent or designee.

The superintendent or designee shall render a written decision within ten (10) school business days after receipt of the written grievance.

6.2.6. Level 4

Appeal to Board: If the aggrieved party is not satisfied with the superintendent's decision, the aggrieved can file an appeal with the board within (5) five working days of the decision. It is within the discretion of the board to determine whether it will hear the appeal.

Within ten (10) school days following the formal third step, the aggrieved person may submit a request to the Grinnell-Newburg Community School District Board of Directors to appeal the decision of the Superintendent. The Board President will review the appeal request and determine if the Board will hear the appeal and the procedure for an appeal consideration, including whether it will be placed on an upcoming Board agenda. The Board may elect to have an informal hearing related to the grievance or may issue a response to the grievance without an informal hearing. The decision by the Board shall be final and binding.

6.3. Rights of Employees to Representation

6.3.1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself and/or, at his/her option, by a representative selected or approved by the Association.

6.3.2. The Board and the Association will make every effort to handle all phases of the Grievance Procedure outside of school time, however;

6.3.2.1. If, in the process of handling a grievance, the principal, superintendent, or other District representative schedules a meetings which requires the aggrieved party(s) or GNEA representative(s) to miss all or part of a school day, said grievant(s) or GNEA representative(s) will not suffer loss of compensation or leave time.

6.3.2.2. Should the grievance be found in favor of the employer, the cost of substitute(s) hired, as a result of meetings held in accordance with 6.3.2.1., shall be borne by the Association and Association Leave will be assessed.

6.4. Right of Association to Representation

Beginning with Level 2 and at the aggrieved person's request, an authorized representative of the Association shall be provided a reasonable opportunity to be present at all levels of the grievance procedure.

6.5. General Provisions

6.5.1. Forms for filing grievances shall be provided by the Board and made available to all persons covered by this Contract.

6.5.2. All meetings and hearings held under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this Article.

6.5.3. The aggrieved party's rights to grieve are not forfeited if the grievance is filed at the wrong level. The party shall be referred to the proper level.

6.5.4. Administrative failure to abide by the timelines shall automatically move the grievance to the next level. Failure of the aggrieved party to abide by the timelines shall end the grievance.

6.5.5. Once a grievance has been initiated, neither the substance nor Article concerned may be changed. The remedy sought shall not be escalated.

GRIEVANCE PROCEDURE TIMELINES

EVENT

LEVEL 1	INFORMAL I 45 Days
LEVEL2	I REQUEST MEETING WITH PRINCIPAL I 5 Days
LEVEL2	I MEETING I 5 Days
LEVEL2	I WRITTEN DECISION I 5 Days
LEVEL3	I REQUEST GNEA TO SUBMIT TO SUPERINTENDENT I 5 Days
LEVEL3	I SUBMIT TO SUPERINTENDENT I 10 Days
LEVEL3	I WRITTEN DECISION I 5 Days
LEVEL4	I REQUEST GNEA TO SUBMIT TO BOARD I 5 Days
LEVEL4	I FILE TO BOARD I
LEVEL4	BOARD DECIDES ON HEARING I 10 Days
LEVEL4	I BOARD'S DECISION

ARTICLE 7 LEAVES

7.1. Long Term Leaves

7.1.1. Leaves of absence may be granted without compensation for the following reasons:

Educational Leave

Educational Association Office

Parental

Other causes deemed reasonable by the Superintendent

7.1.2. The request for leave must be made in writing to the superintendent, including suggested dates of commencement and termination of the leave. Such a request will be acted upon by the superintendent within thirty (30) school business days after receipt of the request.

7.1.3. Such leaves shall not be granted unless the superintendent can ensure appropriate coverage of duties during the period of leave. Such leaves shall not exceed one year except by approval of the superintendent.

7.1.4. If an employee is approved for a Long Term leave that exceeds 90 contracted days, that employee's Short Term Leave credit, as specified in Article 7 .2., will be prorated accordingly.

7.1.5. Upon completion of such leaves, the individual shall resume the same position or an equivalent position to that which he/she vacated for the leave of absence, provided that he/she is capable of performing the duties of the position.

7.1.5.1. An employee shall be entitled to all raises and benefits upon return if the employee serves at least one-half of the contract days in the contract year in which the leave was taken.

7.1.5.2. There will be no loss of position on the salary schedule, however no salary step or seniority will be credited for the period of leave.

7.2. Short Term Leaves

7.2.1. Sick Leave

Each employee is credited with fifteen (15) days Sick Leave with pay at the beginning of each school year for the personal illness of, or injury to, the employee. The use of paid Sick Leave is limited to medically related disabilities and may not be used for preventative services and examinations. Examples: annual physicals and check-ups (medical, dental, eye) or any services not related to an acute illness or injury. Any illness or injury exceeding five (5) consecutive contract days will be considered an extended illness and will require that a licensed medical practitioner certify the period that the employee has been unable to work and the date that the employee may return to work. To qualify for Sick Leave, the employee must complete district required procedures.

Sick leave may be used to care for a sick member of the employee's household. Sick leave may also be used to care for a close immediate family member outside the household who are in grave medical condition or have medical circumstances requiring the employee's presence. A close immediate family member is defined as: parent, spouse, child, brother or sister of the employee. If the leave extends beyond 2 days a doctor's note should be provided to the employee's supervisor - up to a maximum of ten (10) days per year.

For extenuating circumstances, please contact the superintendent.

Unused Sick Leave each year shall be carried forward, but the accumulation, including current credit, cannot exceed 120 days prorated based on contract FTE.

- 7.2.1.1. Sick Leave will be credited and charged in 2-hour increments.
- 7.2.1.2. Annual Sick Leave credit for part-time employees will be prorated based on contract FTE and recorded according to the employee's daily scheduled hours. When a part time employee is absent, under provisions of this Article, that portion of a full day missed will be charged to the part-time employee's Sick Leave record.
- 7.2.1.3. New employees will be credited with Sick Leave after completing one day of service in their initial year of employment with the District.
- 7.2.1.4 Sick Leave may be approved that exceeds the employee's accumulation of paid Sick Leave, but will be without pay. If an employee has exhausted the use of paid Sick Leave, the employee may request the use of accumulated paid PTO, if available.

7.2.2 Personal Time Off (PTO)

- 7.2.2.1. Personal Time Off was created as a new category of leave, and replaces funeral leave, family illness, and personal leaves. Each employee is credited with five (5) days Personal Time Off each school year with full salary. Application for such leave shall be made at least twenty-four (24) hours in advance, except in cases of emergency. No Personal Time Off is authorized unless approved by the supervising principal or designee.
- 7.2.2.2 Except for emergency circumstances, individual personal time off for **certificated** employees will be limited in use as follows:
 - Three (3) per day at the High School and Middle School.
 - Two (2) per day at each Elementary School.

Except for emergency circumstances, individual personal time off for **non certificated** employees will be limited in use as follows:

- Three (3) per day at the High School and Middle School.
- Two (2) per day at each Elementary School.

A supervising principal may authorize more usage if there are extenuating

circumstances. Emergency circumstances will not be denied.

Beginning of the year, end of the year, and staff development days are important learning experiences for students and staff. Use of personal time off is prohibited at those times except in extenuating circumstances and with the approval of the superintendent at those times.

Personal Time Off is typically expected to be of brief duration and is not intended for vacation use. Leaves of more than three (3) days will be granted **with** an extenuating circumstance. An extenuating circumstance shall be defined as a "once in a lifetime" event that is rare and exceptional in nature for personal use, or significant family illness or bereavement event. A once in a lifetime event could include the graduation of a child from high school or college or the birth of a grandchild.

Personal Time Off will be credited and charged to the employee's record in 2 hour increments.

7.2.2.3. Annual Personal Time Off credit for part-time employees will be prorated based on contract FTE and recorded according to the employees daily scheduled hours. When a part-time employee is absent, under provisions of this Article, that portion of a day missed will be charged to the part-time employee's Personal Time Off record.

7.2.2.4 If a **certified** employee's Personal Time Off accumulation has been exhausted, up to two additional Personal Time Off days may be purchased at substitute rates in effect for that year.

If a **certified** employee's Personal Time Off accumulation has been exhausted, up to two additional Personal Time Off days may be purchased at substitute rates in effect for that year.

7.2.2.5 Unused Personal Time Off shall be carried forward, but the accumulation, including current credit, cannot exceed ten (10) days prorated based on contract FTE.

If the current credit of Personal Time off for any employee causes the accumulation to exceed ten (10) days, then the days in excess of ten will be paid at substitute rate in effect on June 30 and will be pro-rated for partial days.

Certified and **noncertified** staff will be paid out PTO upon retirement, termination or a resignation at the end of the employee's annual contract. The accumulated balance will be paid at the substitute rate in effect on June 30 and will be prorated for quarter day for certified and quarter hour for non certified.

7.2.2.6 Unpaid leave of short duration (1-3 days) will be considered based on the needs of the District, the employee's absentee record, the need for a sub and availability of a sub if needed. Application should be made ten (10) days before the leave unless there is an emergency.

Unpaid leave of longer duration (more than 3 days) will be considered as follows: The employee must apply thirty (30) days before the leave usage unless there is an emergency. The leave must be for a once in a lifetime event, or an annual activity of very significant family importance, and the leave must not significantly interfere with the school's operation. The employee's employment record and previous usage may be considered. Once the leave request has been submitted the superintendent has five (5) days to respond.

7.2.3. Professional Leave

Employees may be granted leave to attend professional meetings, conferences, and seminars related to the employee's assignment. Such leave is subject to prior approval by the superintendent and will be without loss of salary.

Employees will differentiate between district requested professional leave and individual requested professional leave on the district's automated substitute placement system. Individual requested professional leave will be submitted at least two weeks in advance of the date(s) requested. The superintendent or designee will respond to the request within five (5) school business days of receipt of the request.

7.2.4. Jury and Legal Duty

Any employee called for jury duty or subpoenaed to appear as a witness in any legal action during school days shall be provided such time at full salary. Any fees or remuneration (wages) received exceeding actual expenses (mileage) shall be paid to the District.

7.2.5. Good Cause

Other temporary leaves of absence, not covered under Articles 7.2.1 through 7.2.2.6, may be granted by the superintendent or designee. Such leaves of absence will be without pay.

7.3. Requests for leave must be made using district procedures.

Leave requests must be made well in advance of the date(s) requested, except in cases of emergency.

ARTICLE 9 CONTRACT

9.1. The contract days for certificated employees shall be 191 as herein specified:

- 174 School Days
- 10 Work/Service Days
- 7 Paid Holidays

In the pupils' regular scheduled day, employees shall, in addition to the lunch period, have daily preparation time during which they shall not be assigned other duties as follows:

- a. Elementary School - minimum 30 consecutive minutes per day
- b. Middle School - regular class period
- c. High School - a regular class period

Changes in a regular schedule include, but are not limited to: late start, early dismissal, field trips, assemblies, and other activities that take teachers from their regular schedule.

If a teacher has to give up this time to substitute for another teacher, the substitute will be paid at the hourly rate of \$35.00 per hour with a maximum of one hour.

9.1.1. Paid holidays shall be:

- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Winter Holidays (December 25 and January 1)
- Martin Luther King Jr Day (third Monday in January)
- President/Special American Day (third Monday in February),
- Memorial Day (last Monday in May).

9.2. Work Week

The certificated employee's assigned work week shall not exceed forty (40) hours per week, including a paid daily duty-free lunch period of at least twenty (20) continuous minutes. Such lunchtime shall occur during the period(s) that the cafeteria is serving students.

9.2.1. All certificated employee's' regular workweek shall be 7:45 A.M. to 3:35 P.M. Said workday will be adjusted if unpaid, duty free lunch period exceeds twenty (20) minutes. If any certificated employee's regular work week hours are modified from the established 7:45 A.M. to 3:35 P.M. for an extended period, such modification must be approved, in writing, by the superintendent and the president of the Association. However, the starting/ending time may be adjusted by up to one (1) hour for the purpose of facilitating extended student learning opportunities, such as early bird classes. Any such adjustment to the contract day would need to be agreed upon by both the cooperating teacher and the administrator.

9.2.2. Additional hours will be assigned as required by the appropriate supervisor, but the total assigned work week may not exceed forty (40) hours, pro-rated for part-time certificated employees equal to their contracted F.T.E. It is understood that staffing and

meetings are a part of certificated employee's' professional responsibilities, but should employees be required to regularly work more than the maximum assigned hours, as specified above, for staffing and other assigned meetings, they will have their subsequent work week(s) assigned hours adjusted by the appropriate supervisor.

- 9.2.3. In case of an unscheduled late start or early dismissal, teachers, nurses, and aides will be on duty thirty (30) minutes before/after the beginning or end of the adjusted school day.

Due to an unscheduled late start or early dismissal, **non certified** employees will have the option of making up any lost hours at a later date prior to the end of that school year or using a relevant leave. The specific day and hours for makeup time will be worked out with the building principal. The paraeducator may decide not to make up those hours and they will not be paid for that time. Google docs should be reviewed prior to making up time to verify contracted hours allowed to make up.

In the event of an unscheduled late start or early dismissal **certified** employees will be paid for the full day or allowed to use a relevant leave.

- 9.3. The contract days for paraeducators (aides) shall be 174 school days, 6 professional development days, plus 7 paid holidays.

- 9.3.1 Paid holidays shall be those specified in 9.1.1.

- 9.3.2. A paraeducator will be considered full-time if he/she is scheduled for at least thirty-seven and one-half (37.5) hours per week. Each employee's individual work schedule will be established in advance by the building principal or designee, based on each employee's total contracted hours. (See 9.2.3)

At the request of the paraeducator, and with approval of the supervisor, time off without pay may be granted at times when students are not in attendance.

- 9.3.3. Approved hours of work, beyond contracted hours, shall be paid at the employee's contracted hourly rate. Requests for additional time shall be made in writing on a district provided form, and must be approved by the building principal or designee. Employees requested to work additional time shall be afforded reasonable advance notice.

ARTICLE 10 COMPENSATION

The following wage schedule applies to the employees covered under this Master Contract:

Nurses' Salary Schedule • Grinnell-Newburg Schools • 2024-2025

\$33,833 Index + \$5,220 TSS I per FTE (BA/BS only) + \$1,000 per FTE

Step	Lane					
	RN		RN+30		RN+BS	
1	87.70%	30,672	97.70%	34,055	107.70%	42,658
2	89.70%	31,348	99.70%	34,732	109.70%	43,335
3	91.70%	32,025	101.70%	35,408	111.70%	44,011
4	93.70%	32,702	103.70%	36,085	113.70%	44,688
5	95.70%	33,378	105.70%	36,761	115.70%	45,365
6	97.70%	34,055	107.70%	37,438	117.70%	46,041
7	99.70%	34,732	109.70%	38,115	119.70%	46,718
8	101.70%	35,408	111.70%	38,791	121.70%	47,395
9	103.70%	36,085	113.70%	39,468	123.70%	48,071
10	105.70%	36,761	115.70%	40,145	125.70%	48,748
11	107.70%	37,438	117.70%	40,821	127.70%	49,425
12	109.70%	38,115	119.70%	41,498	129.70%	50,101
13	111.70%	38,791	121.70%	42,175	131.70%	50,778
14	113.70%	39,468	123.70%	42,851	133.70%	51,455
15	114.10%	39,603	124.10%	42,987	134.10%	51,590
16	114.50%	39,739	124.50%	43,122	134.50%	51,725
17	114.90%	39,874	124.90%	43,257	134.90%	51,861
18	115.30%	40,009	125.30%	43,393	135.30%	51,996
19	115.70%	40,145	125.70%	43,528	135.70%	52,131
20	116.10%	40,280	126.10%	43,663	136.10%	52,267
21	116.50%	40,415	126.50%	43,799	136.50%	52,402
22	116.90%	40,551	126.90%	43,934	136.90%	52,537
23	117.30%	40,686	127.30%	44,069	137.30%	52,673
24	117.70%	40,821	127.70%	44,205	137.70%	52,808
25	118.10%	40,957	128.10%	44,340	138.10%	52,943
26	118.50%	41,092	128.50%	44,475	138.50%	53,079
27	118.90%	41,227	128.90%	44,611	138.90%	53,214
28	119.30%	41,363	129.30%	44,746	139.30%	53,349
29	119.70%	41,498	129.70%	44,881	139.70%	53,485
30	120.10%	41,633	130.10%	45,017	140.10%	53,620
31	120.50%	41,769	130.50%	45,152	140.50%	53,755
32	120.90%	41,904	130.90%	45,287	140.90%	53,891
33	121.30%	42,039	131.30%	45,423	141.30%	54,026
34	121.70%	42,175	131.70%	45,558	141.70%	54,161
35	122.10%	42,310	132.10%	45,693	142.10%	54,297

10.3.1. The administration shall evaluate incoming personnel for placement on the salary schedule. Placement may not reflect all prior experience or educational attainment.

10.4. Paraeducators' (Aides') Salary Schedule• Grinnell-Newburg Schools• 2024-2025
\$11.80 Base/Sub + \$0.35

Step	Lane					
	Standard		Generalist		Specialized	
1	1.109	13.44	1.134	13.73	1.164	14.09
2	1.134	13.73	1.159	14.03	1.189	14.38
3	1.159	14.03	1.184	14.32	1.214	14.68
4	1.184	14.32	1.209	14.62	1.239	14.97
5	1.209	14.62	1.234	14.91	1.264	15.27
6	1.234	14.91	1.259	15.21	1.289	15.56
7	1.259	15.21	1.284	15.50	1.314	15.86
8	1.284	15.50	1.309	15.80	1.339	16.15
9	1.309	15.80	1.334	16.09	1.364	16.45
10	1.334	16.09	1.359	16.39	1.389	16.74
11	1.359	16.39	1.384	16.68	1.414	17.04
12	1.384	16.68	1.409	16.98	1.439	17.33
13	1.409	16.98	1.434	17.27	1.464	17.63
14	1.434	17.27	1.459	17.57	1.489	17.92
15	1.459	17.57	1.484	17.86	1.514	18.22
16	1.465	17.64	1.49	17.93	1.52	18.29
17	1.471	17.71	1.496	18.00	1.526	18.36
18	1.477	17.78	1.502	18.07	1.532	18.43
19	1.483	17.85	1.508	18.14	1.538	18.50
20	1.489	17.92	1.514	18.22	1.544	18.57
21	1.495	17.99	1.52	18.29	1.55	18.64
22	1.501	18.06	1.526	18.36	1.556	18.71
23	1.507	18.13	1.532	18.43	1.562	18.78
24	1.513	18.20	1.538	18.50	1.568	18.85
25	1.519	18.27	1.544	18.57	1.574	18.92
26	1.525	18.35	1.55	18.64	1.58	18.99
27	1.531	18.42	1.556	18.71	1.586	19.06
28	1.537	18.49	1.562	18.78	1.592	19.14
29	1.543	18.56	1.568	18.85	1.598	19.21
30	1.549	18.63	1.574	18.92	1.604	19.28
31	1.555	18.70	1.58	18.99	1.61	19.35
32	1.561	18.77	1.586	19.06	1.616	19.42
33	1.567	18.84	1.592	19.14	1.622	19.49
34	1.573	18.91	1.598	19.21	1.628	19.56
35	1.579	18.98	1.604	19.28	1.634	19.63

10.4.1. The administration shall evaluate incoming personnel for placement on the salary schedule. Placement on the salary schedule will reflect educational attainment. Placement may not reflect all prior experience.

10.4.2. Paraeducator Salary Schedule Lanes

10.4.2.1. "Standard" requires no certification.

10.4.2.2. "Generalist" requires State of Iowa Paraeducator Generalist Certificate or an Associate's degree with coursework taken in education, early childhood, or child development.

10.4.2.3. "Specialized" requires State of Iowa Paraeducator Generalist Certificate with Level II Area of Concentration or any BA degree.

10.5. Teachers' Schedule • Grinnell-Newburg Schools• 2024-2025

\$33,833 Index + \$5,220 TSS I per FTE + \$1,000 per FTE

Step	Lane	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PhD					
1	7.70%	\$42,658	\$43,166	\$44,350	16.70%	\$45,703	20.20%	\$46,887	23.70%	\$48,071	27.20%	\$49,256	31.20%	\$50,609
2	8.70%	\$42,996	\$44,181	\$45,365	19.70%	\$46,718	23.20%	\$47,902	26.70%	\$49,086	30.20%	\$50,271	34.20%	\$51,624
3	11.70%	\$44,011	\$45,196	\$46,380	22.70%	\$47,733	26.20%	\$48,917	29.70%	\$50,101	33.20%	\$51,286	37.20%	\$52,639
4	14.70%	\$45,026	\$46,211	\$47,395	25.70%	\$48,748	29.20%	\$49,932	32.70%	\$51,116	36.20%	\$52,301	40.20%	\$53,654
5	17.70%	\$46,041	\$47,226	\$48,410	28.70%	\$49,763	32.20%	\$50,947	35.70%	\$52,131	39.20%	\$53,316	43.20%	\$54,669
6	21.20%	\$47,226	\$48,410	\$49,594	32.20%	\$50,947	35.70%	\$52,131	39.20%	\$53,316	42.70%	\$54,500	46.70%	\$55,853
7	24.70%	\$48,410	\$49,594	\$50,778	35.70%	\$52,131	39.20%	\$53,316	42.70%	\$54,500	46.20%	\$55,684	50.20%	\$57,037
8	28.20%	\$49,594	\$50,778	\$51,962	39.20%	\$53,316	42.70%	\$54,500	46.20%	\$55,684	49.70%	\$56,868	53.70%	\$58,221
9	31.70%	\$50,778	\$51,962	\$53,146	42.70%	\$54,500	46.20%	\$55,684	49.70%	\$56,868	53.20%	\$58,052	57.20%	\$59,405
10	35.20%	\$51,962	\$53,146	\$54,331	46.20%	\$55,684	49.70%	\$56,868	53.20%	\$58,052	56.70%	\$59,236	60.70%	\$60,590
11	39.20%	\$53,316	\$54,500	\$55,684	50.20%	\$57,037	54.20%	\$58,221	57.20%	\$59,405	60.70%	\$60,590	64.70%	\$61,943
12	43.20%	\$54,669	\$55,853	\$57,037	54.20%	\$58,390	57.70%	\$59,575	61.20%	\$60,759	64.70%	\$61,943	68.70%	\$63,296
13	47.20%	\$56,022	\$57,206	\$58,390	58.20%	\$59,744	61.70%	\$60,928	65.20%	\$62,112	68.70%	\$63,296	72.70%	\$64,650
14	51.20%	\$57,375	\$58,560	\$59,744	62.20%	\$61,097	65.70%	\$62,281	69.20%	\$63,465	72.70%	\$64,650	76.70%	\$66,003
15	53.70%	\$58,221	\$59,913	\$61,097	66.20%	\$62,450	69.70%	\$63,635	73.20%	\$64,819	76.70%	\$66,003	80.70%	\$67,356
16	54.00%	\$58,323	\$60,759	\$62,518	70.40%	\$63,871	73.90%	\$65,056	77.40%	\$66,240	80.90%	\$67,424	84.90%	\$68,777
17	54.30%	\$58,424	\$60,860	\$63,364	74.60%	\$65,292	78.10%	\$66,477	81.60%	\$67,661	85.10%	\$68,845	89.10%	\$70,198
18	54.60%	\$58,526	\$60,996	\$63,533	77.10%	\$66,138	82.30%	\$67,398	85.60%	\$68,082	89.30%	\$70,266	93.30%	\$71,619
19	54.90%	\$58,627	\$61,131	\$63,702	77.80%	\$66,375	83.00%	\$68,134	86.50%	\$69,319	90.00%	\$70,503	94.00%	\$71,856
20	55.20%	\$58,729	\$61,266	\$63,871	78.60%	\$66,646	83.80%	\$68,405	87.30%	\$69,589	90.80%	\$70,773	94.80%	\$72,127

10.5. Teachers' Schedule (Continued)

Teachers' Schedule • Grinnell-Newburg Schools • 2024-2025

	Lane	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PhD			
21	55.50%	\$58,830	\$61,368	\$63,973	78.90%	\$66,747	87.80%	\$69,691	91.10%	\$70,875	95.10%	\$72,228
22	55.80%	\$58,932	\$61,469	\$64,074	79.20%	\$66,849	87.90%	\$69,792	91.40%	\$70,976	95.40%	\$72,330
23	56.10%	\$59,033	\$61,571	\$64,176	79.50%	\$66,950	88.20%	\$69,894	91.70%	\$71,078	95.70%	\$72,431
24	56.40%	\$59,135	\$61,672	\$64,277	79.80%	\$67,052	88.50%	\$69,995	92.00%	\$71,179	96.00%	\$72,533
25	56.70%	\$59,236	\$61,774	\$64,379	80.10%	\$67,153	88.80%	\$70,097	92.30%	\$71,281	96.30%	\$72,634
26	57.00%	\$59,338	\$61,875	\$64,480	80.40%	\$67,255	89.10%	\$70,198	92.60%	\$71,382	96.60%	\$72,736
27	57.30%	\$59,439	\$61,977	\$64,582	80.70%	\$67,356	89.40%	\$70,300	92.90%	\$71,484	96.90%	\$72,837
28	57.60%	\$59,541	\$62,078	\$64,683	81.00%	\$67,458	89.70%	\$70,401	93.20%	\$71,585	97.20%	\$72,939
29	57.90%	\$59,642	\$62,180	\$64,785	81.30%	\$67,559	90.00%	\$70,503	93.50%	\$71,687	97.50%	\$73,040
30	58.20%	\$59,744	\$62,281	\$64,886	81.60%	\$67,661	90.30%	\$70,604	93.80%	\$71,788	97.80%	\$73,142
31	58.50%	\$59,845	\$62,383	\$64,988	81.90%	\$67,762	90.60%	\$70,706	94.10%	\$71,890	98.10%	\$73,243
32	58.80%	\$59,947	\$62,484	\$65,089	82.20%	\$67,864	90.90%	\$70,807	94.40%	\$71,991	98.40%	\$73,345
33	59.10%	\$60,048	\$62,586	\$65,191	82.50%	\$67,965	91.20%	\$70,909	94.70%	\$72,093	98.70%	\$73,446
34	59.40%	\$60,150	\$62,687	\$65,292	82.80%	\$68,067	91.50%	\$71,010	95.00%	\$72,194	99.00%	\$73,548
35	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649
36	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649
37	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649
38	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649
39	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649
40	59.70%	\$60,251	\$62,789	\$65,394	83.10%	\$68,168	91.80%	\$71,112	95.30%	\$72,296	99.30%	\$73,649

10.5.1. The administration shall evaluate all incoming personnel for placement on the salary schedule.

10.5.2. The salary schedule includes HF 499 Phase II dollars only. Should funding related to said legislation be modified during the life of this Contract an appropriate adjustment will automatically be made.

Teacher Salary Supplement I Allocation- Legislated minimums will be met, and remaining funds will be equally divided. GNEA will review and approve the distribution schedule prior to payment. Distribution to occur in twelve equal payments, with each payment added to the monthly contractual pay. Should the district not receive the expected legislated salary supplements, remaining monthly payments will be equally reduced so that the adjusted allocation received is paid. If overpayment has already occurred at the time of the reduced allocation, monthly payments will be suspended and equal amounts withheld from remaining paychecks until the overpayment has been recovered.

10.5.3 Teachers who have achieved National Board Certification will be paid at the educational lane one higher than their educational attainment.

10.6 Contract Days

The GNEA Master Contract will be for 191 days. Additional days may be added, dependent upon legislative action, for staff development.

10.7 Professional Development Days for Teachers Less Than Full

Time All teachers will attend full days of professional development.

10.8 Extra Duty Pay

Voluntary non-curricular work outside the contract time including, but not limited to, event supervision, ticket taking, crowd control, and scorekeeping, will be paid at the rate of \$15.00 per hour of assigned time, except as noted below. Such duties shall apply to elementary and secondary employees and events. Employees shall be compensated with an individual pass for the first two (2) events worked and two (2) adult passes for the first four (4) events worked, and \$15.00 per hour for any event thereafter. If employees choose not to earn activity passes, they will be paid \$15.00 per hour starting with the first event worked.

Assigned curricular work outside contract times will be paid at the rate of \$30 per hour for certified staff. Summer school hours will be paid at the same \$30 per hour rate.

The Auditorium Technical Director will be paid at the rate of \$30 per hour. Auditorium Technical Director is defined as the person with the knowledge to coordinate the lights, sound and other equipment needed to run a show.

10.8.1 No assignments will be made if qualified volunteers are available.

10.10. Supplemental Schedule• Grinnell-Newburg Schools • 2024-2025

Index \$33,833 + \$22

Lane	Step						
	1	2	3	4	5	6	7
A	614	614	783	952	1,037	1,122	1,206
B	699	699	868	1,037	1,206	1,375	1,544
C	868	868	1,037	1,206	1,375	1,544	1,714
D	1,206	1,206	1,375	1,544	1,714	1,883	2,052
E	1,460	1,460	1,629	1,798	1,967	2,137	2,306
F	1,714	1,714	1,883	2,052	2,221	2,390	2,559
G	2,390	2,390	2,559	2,729	2,898	3,067	3,236
H	2,773	2,773	2,982	3,196	3,405	3,659	3,828
I	3,152	3,152	3,405	3,659	3,913	4,251	4,420
J	3,490	3,490	3,744	3,997	4,251	4,589	4,759
K	3,997	3,997	4,251	4,505	4,759	5,097	5,435
L	4,759	4,759	5,097	5,435	5,774	6,281	6,789

10.10.1. No assignments will be made if qualified volunteers are available.

10.10.2. The administration will evaluate incoming personnel for placement on the salary schedule. Placement may not reflect all prior experience or educational attainment.

COACHING:

Baseball

Varsity Head • L
Varsity Assistant • H
Assistant 9" • G

Basketball

Varsity Head • L Varsity 1st
Assistant • I Varsity
Assistant • H Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Cross Country

Varsity Head (combined boys/girls) • I
Varsity Assistant (combined boys/girls) • F
Head 7/8 (combined boys/girls) • C

Football

Varsity Head • L
Varsity Assistant • H
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Golf

Varsity Head • H

Soccer

Varsity Head • H
Varsity Assistant • F

Softball

Varsity Head • L
Varsity Assistant • H
Head 7th/8th • F
Assistant 7th/8th • D

Strength and Conditioning (Fall, Winter and Spring positions) • G

Swimming

Varsity Head • J
Varsity Assistant • F

Tennis

Varsity Head • H
Varsity Assistant • F

Track

Varsity Head • K
Varsity Assistant • G
Head 8th • F
Assistant 8th • D
Head 7th • F

Volleyball

Varsity Head • K
Varsity Assistant • G

Volleyball

Varsity Head • K
Varsity Assistant • G
Head 8th • F
Assistant 8th • D
Head 7th • F
Assistant 7th • D

Wrestling

Varsity Head • L
Varsity Assistant • H
Head 7/8 • F
Assistant 7/8 • D

HIGH SCHOOL ORGANIZATIONS:

Art Club • C
Assistant Large Group Speech Coach • D
Assistant Vocational Ag/FFA Supervisor • D
Band • L
Cheerleaders (Fall) • E
Cheerleaders (Winter) • F
Cheerleaders (Middle School) • C
Colorguard • E
Curtain Club/Thespians • E
Dance Squad • H
Debate • I
Family, Career and Community Leaders of America (FCCLA) • C
Grinnellian • F
Individual Speech Coach • F
Junior Class Sponsor-Prom (2) • C
Large Group Speech Coach • F
Model UN • B
Musical Director (per major production) • G
National Honor Society • A
Play Director (per major production) • H
Student Council • E
Technical Director (per major production) • F
Vocal Music • J
Vocational Agriculture/FFA • F

MIDDLE SCHOOL ORGANIZATIONS:

Band 7/8 • F
Band 5/6 • B
Drama/Musical (per major production) • D
Drama/Musical Assistant • B
GMS Debate Coach/GHS Assistant Debate Coach • H
Intramurals, per activity • A
Student Council • E
Vocal Music 7/8 • D
Vocal Music 5/6 • A

ARTICLE 11
FINALITY AND EFFECT

- 11.1 This Master Contract supersedes and cancels all previous agreements between the District and the Association or any employee in the bargaining unit, unless expressly stated to the contrary herein.
- 11.2. Should editing or clarification of an intent of this Contract be necessary, such editing or clarification will be carried out by the Superintendent and the Association President. Such editing and clarification will require mutual consent of the two persons.
- 11.3. Parts of this Contract found to be contrary to the Code of Iowa shall be declared null and void. All other parts of the Contract shall continue in force as ratified by the Board and the Association.

11.4. Notices

Whenever any notice is required to be given by either of the Parties to this agreement to the other, pursuant to the provisions of this agreement, either party shall do so by letter to the following designated persons or to such other persons as may be designated.

11.4.1. If by the Association, to the Superintendent.

11.4.2. If by the Board, to the Association President.

11.5. Signature Clause

In witness whereof the parties hereto have caused this Master Contract Addendum to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 15 day of May 2024.

GRINNELL-NEWBURG
EDUCATION ASSOCIATION



Co-President

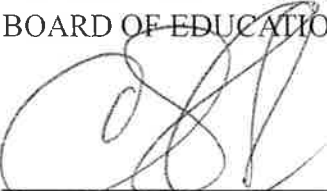


Co-President

Co-Negotiator

Co-Negotiator

GRINNELL-NEWBURG
BOARD OF EDUCATION



President



Chief Negotiator

EXHIBIT I

File#

**GRINNELL-NEWBURG COMMUNITY SCHOOL DISTRICT
Grievance Report Form**

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

If additional space is needed attach an additional page to this form. Always give specific sections of the Master Contract when applicable.

LEVEL II

1. Date cause of grievance occurred _____

2. Statement of grievance _____

3. Relief sought

Signature

Date

4. Date received by Principal _____

5. Disposition by Principal

Signature

Date

6. Position of Grievant and/or
Association

Signature

Date

EXHIBIT I

LEVEL III

1. Date received by Superintendent _____

2. Disposition by Superintendent

Signature

Date

3. Position of Grievant and/or
Association

Signature

Date

LEVEL IV

1. Date submitted to Board _____

2. Disposition and Award of Board of Directors, if applicable

Signature

Date