

IOWA FALLS COMMUNITY SCHOOL DISTRICT

MASTER CONTRACT 2026 - 2028

It is the policy of the Iowa Falls Community School District not to illegally discriminate based on race, color, national origin, sex, disability, religion, creed, age (employment only), marital status, sexual orientation, gender identity, and socioeconomic status (students/programs only) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district Equity Coordinator, Jessica Van Hove, HS School Counselor, IF-A High School, 1903 North Taylor, Iowa Falls, IA 50126, 641-648-6440, jvanhove@ifacadets.net

TABLE OF CONTENTS

	<u>Page</u>
Article I Preamble.....	3
Article II Recognition.....	3
Article III Grievance Procedure.....	4
Article IV Duration and Effect of Agreement.....	7
Article V Base Wages and Salaries.....	7
Article VI Sick Leave.....	9
Article VII General Leaves.....	10
Article VIII Extended Leaves of Absence.....	12
Article IX Employee Work Year.....	13
Article X Employee Hours.....	14
Article XI Health Provisions.....	15
Article XII Safety Provisions.....	15
Article XIII Ratification and Acceptance.....	16
Form: Grievance Claim.....	18
Schedule A: Additional Wages.....	20
Schedule B: Additional Wage Schedule	21

ARTICLE I

PREAMBLE

The Board of Directors of the Iowa Falls Community School District, in the counties of Hardin and Franklin, State of Iowa, hereinafter referred to as the Board and the Iowa Falls Education Association, hereinafter referred to as the Association, agree as follows:

ARTICLE II

RECOGNITION

A. Unit

The Board of Directors of the Iowa Falls Community School District, hereinafter referred to as the "Board", recognized the Iowa Falls Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiating agent for those employees of the Board designated in the PERB certification instrument (Case No. 261) issued by the PERB on September 8, 1975, which includes all full-time and regular part-time professional employees including classroom teachers, guidance counselors, and librarians but excludes the Superintendent, building principals and vice principals, all non-professional employees, nurses, and all other employees excluded by Section 4 of the Public Relations Act.

B. Board

The Association recognizes the Board as the duly elected representative of the people and agrees to negotiate only with the Board through the negotiating agent or agents officially designated by the Board to act on its behalf.

C. Definitions

1. The term "Board" as used in this Agreement, shall mean the Board of Directors of the Iowa Falls School District or its duly authorized representatives.
2. The term "Association", as used in this Agreement, shall mean the Iowa Falls Education Association or its duly authorized representatives or agents.
3. 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.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions.

1. Grievance

A grievance is a claim by an employee or the Association that there has been an alleged violation, misinterpretation, or misapplication of any provision of this Agreement.

2. Aggrieved Person

An "aggrieved person" or "grievant" is the person or persons or the Association making the complaint.

3. Party in Interest

A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, resolution of grievances as above defined. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. The failure of a grievant (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 render a decision within the time limits shall permit the grievant to proceed to the next level.

2. Year-End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

3. Level One - Principal or Immediate Supervisor (Informal)

An employee with a grievance should first discuss it with his/her principal or immediate supervisor, either directly or at his/her option, through the Association's designated representative with the objective of resolving the matter informally. By

mutual agreement between the Superintendent and the Association, Levels One and Two shall be bypassed and the grievance may be commenced at Level Three.

4. Level Two - Principal (Formal)

If a grievance still exists, the aggrieved person may invoke the formal grievance procedure through the Association on the form set forth in Schedule A. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of this Agreement, alleged to have been violated, and shall state the remedy requested. The filing of the formal written grievance at the second step must be within twenty (20) school days from the date of occurrence or the event giving rise to the grievance. The grievance form shall be available from the Association and said form shall be signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor and such delivery shall constitute filing under this paragraph. If the grievance involves more than one school building, it may be filed with the Superintendent or his/her designee.

The appropriate principal or immediate supervisor shall indicate his/her decision on the grievance in writing within five (5) school days of the filing of the formal grievance and shall furnish a copy thereof to the Association.

5. Level Three - Superintendent

In the event a grievance has not been satisfactorily resolved at Level Two, the grievant shall file within five (5) school days of the principal's written decision at Level Two, a copy of the grievance with the Superintendent. The Superintendent or his/her designee shall meet with the aggrieved person and the Association within five (5) school days of receipt of the grievance. Within ten (10) school days after such written grievance is filed with him, the Superintendent or his/her designee shall indicate his/her decision on the grievance in writing and shall furnish a copy thereof to the Association.

6. Level Four - Board of Education

In the event a grievance relative to this Agreement has not been satisfactorily resolved at Level Three, the Association may, if agreed to by the Board, transmit the grievance to the Board by filing a written copy thereof with the secretary or other designee of the Board within ten (10) school days of the date of the Superintendent's decision. The Board, no later than its next regular or special meeting, shall meet with the aggrieved person and the Association on the grievance. Disposition of the grievance shall be made in writing by the Board no later than seven (7) school days after said meeting. The Board's decision is final. A copy of the decision shall be furnished to the Association.

D. Rights to Representation

Any aggrieved person or grievant may be represented at Levels 1, 2, 3, and 4, of the grievance procedure by himself/herself or at his/her option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present at Levels 2, 3, and 4, as a party of interest, and shall have the right to grieve any adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of this Agreement.

In addition to the principal, immediate supervisor, and Superintendent involved at Levels 2 and 3, the Board may be represented at Levels 2 and 3 by any person of the Board's choosing.

E. 1. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation, except that any grievance alleging a reprisal will be processed only through Level Four.

2. Written Decisions

Decisions rendered at Levels 2 and 3 of the grievance procedure shall be in writing setting forth the decision and an explanation thereof and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate Grievance File

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest and their designated or selected representatives. It is further agreed that all grievance procedures at Level 4 be processed outside of the regular schoolwork day.

ARTICLE IV

DURATION AND EFFECT OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2028. During the term of this agreement all articles shall remain under the current contract except for the following: The parties agree that Article V Base Wages and Salaries shall be open to negotiate base wages for the 2027-28 Master Contract.
- B. Should any article, section, clause or provision of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or provision shall be deleted from this Agreement to the extent that it violates the law, and the Board and the Association shall enter into negotiations concerning the said provision at the call of either party. The remaining articles, sections, and clauses shall remain in full force and effect.
- C. Whenever any notice is required to be given by either of the parties to this Agreement, either party shall do so in writing to the following designated individuals:
1. If by the Association to the Board, through the Secretary of the Board.
 2. If by the Board to the Association, at the address of the current Association president.

ARTICLE V

BASE WAGES AND SALARIES

A. Employee Salary

1. Base Wage

		<u>2026-27 School Year</u>
BA Education Pool	=	\$44,514
BA+15 Education Pool	=	\$46,514
BA+30 Education Pool	=	\$48,514
Masters Education Pool	=	\$50,514
Masters+15 Education Pool	=	\$52,514
Masters+30 Education Pool	=	\$54,514

2. Compensation for 2024-25

- a. Employees will receive an increase above their current salary for the 2026-27 School Year equal to a percentage of their Educational Pool Base, as shown below.

		<u>25-26SY</u>	<u>% Increase</u>	<u>\$ Increase</u>
BA Education Pool	=	\$43,641	4.00%	\$1,746
BA+15 Education Pool	=	\$45,641	4.00%	\$1,826
BA+30 Education Pool	=	\$47,641	4.00%	\$1,906
Masters Education Pool	=	\$49,641	4.00%	\$1,986
Masters+15 Education Pool	=	\$51,641	4.00%	\$2,066
Masters+30 Education Pool	=	\$53,641	4.00%	\$2,146

***Note - TSS Funds will be used to bring up all teacher salaries to the required state minimums for all teachers (prorated based on FTE as needed).*

- b. Employees new to the District in 2026-27 will receive a salary comparable to employees in the same education pool and similar years of teaching experience unless there is an identified need from the District (Section 4).
- c. Any teacher who is placed on Tier III (Teacher in Need of Assistance) Plan during the current school year will be given 50% of the salary increase for the 2027-2028 School Year.

3. Education Pool Advancement

- a. Employees who advance from one education pool to a higher education pool shall receive a salary increase of \$2000.
- b. Coursework taken to advance to a higher education pool must (1) carry graduate credit* and be related to the work being presently performed by the employee; or (2) be credited towards an advanced degree program in an approved college or university and be related to the work being presently performed by the employee; and (3) be approved in writing in advance by the Superintendent.

* Renewal credit may be accepted for graduate credit if all other criteria of this section are met, and the only difference between a course taken for renewal credit and graduate credit is the fee that must be paid to receive a graduate credit. It is the employee's responsibility to provide such documentation.

Employees who have earned sufficient credit to advance laterally to a higher education pool shall submit suitable evidence of the earning of the credit before the September board meeting following the earning of the credit.

- 4. Anything else notwithstanding, the District shall have the right to deviate from and pay differently as specified in V-A-2 (Compensation for 2026-27 or supplemental schedule) as the District may deem necessary to hire or retain personnel or when otherwise deemed to be in the District's best interest.

B. Method of Payment

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 25th day of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the teacher.

2. Exceptions

- a. When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.
- b. Employees who are new in the teaching profession may, at their option, elect to receive up to fifty percent (50%) of the first salary installment after the completion of the first fifteen(15) work days of employment. The balance of

the contracted salary shall be paid on the 25th of the month.

3. Summer Checks

Summer checks will be electronically deposited at the employee's designated financial institution.

D. Extended Contract.

Payment to employees working on an extended contract shall be at a per diem rate. An employee's per diem rate shall be calculated by dividing their regular one hundred ninety (190) day salary by one hundred ninety (190) and multiplying that quotient by the number of extended days worked. Extended contract rate shall not apply to coaching personnel who are paid on an additional percentage basis.

E. Death Benefit.

Any earned unpaid salary of a deceased employee shall be paid to the employee's spouse, or if none, to his/her previously designated beneficiary, or if none, then to his/her estate.

ARTICLE VI

SICK LEAVE

A. Sick Leave--Use

Sick leave shall be available for use by the employee during a temporary disability of the employee caused by bodily physical illness of the employee, pregnancy of the employee, or medical or surgical treatment of the body of the employee, and the medically necessary recuperation period for the employee following such illness, surgery or treatment.

Sick leave shall also be available for use by the employee in the event of mental illness of the employee as diagnosed by a licensed physician, psychologist or psychiatrist which illness causes a temporary inability of the employee to perform his/her duties.

B. Accumulated Benefits.

All employees shall be entitled to 15 sick leave days annually.

Employees on an extended contract of thirteen (13) days or more shall be entitled to one (1) additional day of sick leave per year except that those employees who are on a twelve (12) month contract shall be entitled to two (2) additional days of sick leave per year.

Employee entitlement to sick leave shall begin with the first contract day of the school year whether or not an employee reports to duty on that day. Unused sick leave shall accumulate from year to year up to a maximum of one hundred twenty (120) days, provided however, that no paid sick leave shall be available for days when an employee shall be entitled to receive disability insurance payments under Article VII (A) (3) and Article VII (A) (4).

C. Upon request an employee will be provided with a written statement of accrued sick leave.

D. No sick leave shall be used for "voluntary" or "elective" surgery when said surgery can be accomplished at a time other than during the school year.

- E. Employees may use their sick leave for dependent care leave. A “dependent” is defined as a member of their immediate family (husband, wife, son, daughter, father, mother, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents and grandchildren).

F. Family and Medical Leave Act

Employees of the District are entitled to unpaid family and medical leaves to the same extent and subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993. This inclusion shall in no way reduce or adversely impact any other provisions of this document.

G. Donation of Leave

Employees may voluntarily elect to donate days of leave to fellow employees in need.

- a) An employee may donate one sick day per fellow employee per year to an employee in need of sick days.
- b) An employee may donate one personal day per fellow employee per year to an employee in need of personal days.

H. Maternity/Paternity Leave

Employees may be paid up to 6 weeks for Maternity Leave immediately after the birth of their child. If the employee has not accumulated enough sick leave for the full six weeks, the district will pay the remainder of the contracted days to equal six weeks of pay.

Maternity Leave that lasts longer than 6 weeks will require the employee to use accumulated sick leave, donated leave, or FMLA.

Employees may be paid up to 2 weeks for Paternity Leave immediately after the birth of their child. If the employee has not accumulated enough sick leave for the full two weeks, the district will pay for the remainder of the contracted days to equal two weeks of pay.

I. Adoption Leave

1. Adoption leave may be available for an employee to prepare for, or participate in, the adoption of a child or to care for a newly adopted child within the first year of adoption.
2. Adoption means the process of securing legal custody of a child, but shall exclude securing legal custody of a stepchild.
3. Child means a person less than six years of age.
4. An employee may utilize up to twenty (20) days of sick leave for adoption purposes.
5. Adoption leave is to be granted to only one adoptive parent when both may be members of the bargaining unit.

ARTICLE VII GENERAL LEAVE

A. Bereavement Leave.

1. Each employee shall be granted five (5) days of bereavement leave, per occurrence, for absence from work caused by death of a member of the employee’s immediate family. Immediate family shall be defined as husband, wife, son, daughter, father, mother, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law,

son-in-law, daughter-in-law, grandparents and grandchildren.

2. In the event of the death of an employee or student in the Iowa Falls Community School District, an employee may request sufficient time from work to attend the funeral. The decision as to the number and identity of employees who shall attend shall be within the discretion of the supervisor and not subject to grievance.
3. One day of bereavement per occurrence shall be allowed for the employee to attend the funeral of a relative of the employee other than those described in the immediate family listed above in 1.
4. One day of bereavement leave shall be allowed for the employee to attend the funeral of a close friend. This leave is limited to three occurrences per year.

B. Jury Duty.

If the employee is required to report for jury duty, paid leave shall be granted for that service and the employee shall pay over to the Board any fees or remuneration (except mileage) received for such jury duty. Additionally, if an employee is subpoenaed by a court or other competent authority to testify, sufficient time shall be given to the employee for his/her appearance to testify.

C. Selective Service Leave.

Employees called for selective service physical examinations shall be granted leave with pay for such purpose.

D. Professional Leave.

Each employee shall have credited to his/her use at the beginning of each school year two (2) days of paid leave for absence from work caused by employee's request for attendance at a professional conference, workshop or seminar conducted by a college, university or other educational institute, for visitations to view other instructional techniques or programs or to provide opportunities to engage in professional growth related to their ICDP during contractual hours. Administrative requested professional leave will not count towards the two days, but will be coded as professional.

E. Association Leave

1. Not to exceed two (2) representatives of the Association shall each have up to three (3) days of unpaid leave for attendance at conferences, conventions or other activities of the Association and its state or national affiliated organizations.
2. Representatives of the Association, not to exceed two (2), shall have a cumulative of four (4) days paid leave between them for attendance to this ISEA Delegate Assembly.

F. Requests for Leave.

Requests for leave shall be made in writing on a form provided by the Board to the employee's immediate supervisor at least three (3) days in advance of the absence if possible. If leave is denied, the employee shall be notified in writing at least one (1) day in advance of the beginning of the requested leave if possible.

G. Leaves taken pursuant to this Article shall not be charged against the sick leave provided

for in Article VI.

- H. None of the leaves above provided for shall be cumulative in nature, shall not be carried over from year to year, and if not utilized shall expire at the end of the school year.

- I. Personal Leave.

At the beginning of the school year, each employee shall be credited with three (3) days of personal leave, which shall be fully paid. A personal day may be used for any purpose at the discretion of the employee. An employee planning to use the personal leave day shall notify his/her principal at least one day in advance, except in cases of emergency.

Unused personal leave days may be allowed to roll over to the next year, for a maximum of five personal days. Any unused personal days will be paid to the teacher at the substitute teacher rate at the end of the school year. Not more than five percent (5%) of the certified staff may take the personal leave day on any one date. The taking of personal leave day shall be on a first come-first serve basis. It is discouraged for teachers to take personal leave during the first two weeks of school, the last two weeks of school, and before or after breaks.

- J. Discretionary Leave

Temporary extended leaves in addition to those delineated in the Master Contract, either paid or unpaid, may be granted by the Board, or in the event of an emergency, by the superintendent. Such leave may be given at the sole unfettered discretion of the Board or superintendent. The granting or denial of leave herein shall not be subject to grievance (Article III).

ARTICLE VIII

EXTENDED LEAVES OF ABSENCE

- A. Association.

A leave of absence without pay for up to two years may be granted upon application to any employee for the purpose of serving as an officer of the Iowa State Education Association or the National Education Association. Upon return from such leave, the employee shall receive the same comparable salary as the employee received when the leave commenced.

- B. Military.

Leave of absence shall be granted for any period of active state or federal military service. Such military leave shall be without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave as provided in Chapter 29A of the Code of Iowa, if that Chapter is applicable to the employer. On completion of federal military service, the employee shall be entitled to resume the position formerly held without loss of salary or benefits that would have been received had such leave not been taken. Any employee whose military leave exceeds a continuous period of six (6) months shall make an application for reinstatement to the Superintendent or his/her designated representative and return to employment within ninety (90) days after termination of such military service.

- C. Educational Improvement.

A leave of absence without pay or other furnished fringe benefits of up to one year may be granted by the Board to regular full-time employed teacher with five (5) or more years of continuous service and teachers employed at least one-half time with at least eight (8) or more years of continuous service to the Board for the purpose of advanced study leading to an advanced degree not held by the teacher.

Application for academic leave shall be made in writing prior to March 1st preceding the school year for which such leave is requested to a jointly established Academic Leave Committee composed of two members selected by the Board and two members selected by the Association. The Academic Leave Committee shall review all applications and make its recommendations concerning the applicants to the Board in writing not later than April 1. The recommendations shall be advisory only and the Board shall have the sole and unfettered discretion to accept or reject the recommendations, to choose among any or all of the applicants, or to grant or not grant academic leave to any of the applicants. The selection or non-selection of persons for academic leave shall not be subject to the provisions of the grievance Article.

- D. An employee who is unable to work because of illness, injury, maternity, or other medical disability and who has exhausted all sick leave accrued, shall, upon request, be granted a leave of absence without pay or other Board provided fringe benefits (excepting those benefits continued by provision in Articles VII (D) for the duration of such illness or disability to the end of the school year in which the sick leave is used up.
- E. Family Responsibility.
 - 1. A leave of absence for up to one year without pay or benefits may be granted in the sole unfettered discretion of the Board to any regular full-time or part-time teacher for extended illness or injury of the employee's parent, spouse or children, or the care of employee's infant, natural or adopted children.
 - 2. Upon returning to employment, the employee shall assume all previous rights and privileges including that of seniority, however, no seniority shall accumulate during the leave.
 - 3. The granting or denial of leave herein shall not be subject to the grievance Article of this Agreement.

ARTICLE IX

EMPLOYEE WORK YEAR

- A. In-School Work Year.
 - 1. Regular Contract

The work year shall consist of one hundred ninety (190) days for returning teachers and one hundred ninety-two (192) contract days for new teachers. Two of these workdays shall be assigned for parent-teacher conferences. The 191st contract day for new teachers is worked without additional compensation. The 192nd contract day for new teachers is paid through Teacher Leader Compensation Funds or other

district funding sources.

2. Extended Contract

The in-school work year of employees contracted on a ten (10) month basis shall be two hundred ten (210) contract days, on an eleven (11) month basis two hundred thirty (230) days, and on a twelve (12) month basis, two hundred fifty (250) days.

- B. During pre-school workshop all returning teachers shall be allowed no less than 50% of the workshop hours for in-classroom work to a maximum of eight (8) hours.
- C. No employee shall be required to perform duties on any designated school holiday or vacation day.
- D. Holidays and Vacation Days.

The following holidays shall be observed during the school year and no school shall be held on the following days:

Labor Day
Thanksgiving Day
Christmas Day
New Years Day
Good Friday

The following shall be considered school vacation days and no school shall be held:

Friday after Thanksgiving
December 24 through January 1

- E. There shall be at least five In-Service training days during the one hundred ninety (190) day work year.

ARTICLE X

EMPLOYEE HOURS

A. Workday.

- 1. The total in-school workday shall consist of not more than eight (8) hours.
- 2. Employees may leave the building without permission during their scheduled lunch period, subject to notification to the principal's office. Other non-duty departures from the premises during the workday may be granted by the building principal and the granting or denial of permission cannot be grieved.
- 3. Employees will be given a duty free lunch period of at least twenty-five (25) minutes.

B. Meetings

Employees may be required to remain after the end of the regular workday without

additional compensation for the purpose of attending such meetings as the principal/supervisor and Superintendent may call for faculty, in-service, or other purposes related to the employee's employment. Such meetings may also be scheduled prior to the beginning of the workday.

ARTICLE XI

HEALTH PROVISIONS

All new employees are required to file with the District Office, after an offer is made and before or within six weeks of the beginning of service, certification of fitness to perform the tasks assigned which will be in the form of a written report of a physical examination by a licensed physician and surgeon, osteopathic physician and surgeon, osteopath, or qualified doctor chiropractic, licensed physician's assistant, or advanced registered nurse practitioner.

ARTICLE XII

SAFETY PROVISIONS

A. Employee Facilities.

Each employee shall be provided with a serviceable desk, chair, and storage area for the use of the employee. Such special protective devices and equipment that the Board determines to be necessary or that are required by any Federal or State job safety laws, shall be furnished to the employee. Each employee shall be responsible for the proper care, use, and maintenance of the equipment and items furnished to the employee and shall be responsible for all loss or damage to the items caused by the negligent acts or omissions of the employee.

B. Closing School.

Decisions to close or keep school because of inclement weather shall be made by the Board and not be subject to the grievance procedure.

C. Use of Reasonable Force.

An employee may while acting within the scope of his/her employment when acting pursuant to existing Board policy use and apply such amount of force as is reasonable, lawful and necessary to quell the disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil; for the purpose of self-defense; and for the protection of person or property.

D. Assault of an Employee.

1. The employees shall immediately report to their supervisors any case of assault upon them during the course of their employment, and at the employee's discretion

to the police.

2. When it is necessary for an employee to be absent from work because of injuries received from assault while in the scope of his/her employment and while acting pursuant to existing board policies, the employee shall be entitled to leave with full pay and benefits for the period of such absence, and shall not forfeit any sick leave or personal leave. The Board shall be permitted to offset against the employee's pay any sums received by the employee from the Board provided disability insurance. Provided further, that in no event shall the leave of absence with pay extend more than one year from the date of the assault.

E. Bomb Threats.

No employee shall be required to search for a bomb.

ARTICLE XIII

RATIFICATION AND ACCEPTANCE

IN WITNESS WHEREOF the chief negotiator for each party has hereunto set his or her name and this agreement is hereby tendered to the Association for ratification and is ratified to the Board for acceptance, the same being done this 12th day of May 2026.

IOWA FALLS EDUCATION ASSOCIATION

BOARD OF DIRECTORS IOWA FALLS CSD

BY: Gregg Winters (e-signed)
Gregg Winters
Chief Negotiator

BY: Anthony R. Neumann (e-signed)
Dr. Tony Neumann
Superintendent

CERTIFICATION OF RATIFICATION

I do hereby certify that the above and forgoing agreement was ratified by the members of the Iowa Falls Education Association, pursuant to the provisions of the Public Employment Relations Act and the rules of the Public Employee Relations Board.

BY: Gregg Winters (e-signed)
Gregg Winters
President

DATE: 05/8/26

CERTIFICATION OF ACCEPTANCE

I do hereby certify that the above foregoing agreement was accepted by the Board of Directors of the Iowa Falls Community School District after making the terms of the agreement public pursuant to rule 67.4 (2) of the Public Employment Relations Board.

BY: Chris Stauffer (e-signed)
Chris Stauffer
President

DATE: 05/12/26

GRIEVANCE CLAIM

_____ Date Filed

_____ School District

_____ Building

_____ Name of Person Making Claim

LEVEL II

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought _____

Signature

Date

E. Disposition by Principal or Immediate Supervisor _____

Signature of Principal or
Immediate Supervisor

Date

LEVEL III

- A. _____
Signature of Aggrieved Person Date Received by Superintendent
- B. Disposition by Superintendent or His/Her Designee _____

- _____
Signature of Superintendent or Date
His/Her Designee
- _____

LEVEL IV

- A. _____
Signature of Aggrieved Person Date Received by Board
- B. _____
Signature of Association President
- C. Disposition by Board _____

- _____
Signature of Board President Date
- _____

SCHEDULE A: ADDITIONAL WAGES

An employee with a contract for a job listed in this section receives an additional wage. An additional wage is calculated based on the percent the job is assigned and years of experience in the job in view of the Additional Wage Schedule

<u>Category I Sports</u>	<u>Category II Sports</u>	<u>Category III Sports</u>
Football	Track	Cross Country
Basketball	Soccer	Golf
Wrestling		Tennis
Baseball		
Softball		
Volleyball		

<u>Category</u>	<u>Head Coach*</u>	<u>Assistant Coach</u>	<u>Middle School Coach</u>
I	12%	8%	6%
II	10%	7%	5%
III	8%	6%	4%

*and additional 2% for Category I, II, III Head Coach upon Approval of Off-Season Program

6%	Drill Team – High School Head Sponsor
3%	Drill Team – High School Assistant Sponsor
2%	Drill Team – Middle School Sponsor
12%	HS Cheer - All
4%	Cheer HS Football/HS Basketball/HS Wrestling
3%	MS Cheer
4%	eSports – Head Sponsor (per season)

Fine Arts

12%	Instrumental Music - High School
7%	Instrumental Music - Middle School
4%	Jazz, Marching, Pep Band - High School
3%	Instrumental Music - 5th Grade
1%	Jazz, Marching, Pep Band - Middle School
4%	Large Group Speech
4%	Individual Events Speech
12%	Vocal Music - High School
2%	Vocal Music - 7th & 8th Grade
1%	Vocal Music - 6th Grade
4%	Fall Musical
2%	Assistant Musical Director
4%	Spring Play
4%	Winter Play
2%	Flag Auxiliary Sponsor

Other

6%	High School Annual
2%	Middle School Annual
4%	School Paper
4%	Math Club Advisor
4%	Academic Decathlon Advisor
4%	Middle School Science Club Advisor
4%	Middle School Art Club Advisor
4%	High School Student Council Advisor
4%	High School CTSO - FCS/FCCLA
4%	High School CTSO - Ag/FFA
4%	High School CTSO - Industrial Technology
4%	High School CTSO - STEM/Engineering
4%	High School CTSO - Business
2.5%	Title I Coordination
2%	High School TAG Coordinator
2%	Middle School TAG Coordinator
2%	Rock Run TAG Coordinator
2%	Special Education (per 1.0 FTE)
2%	Reading Recovery (per 1.0 FTE)
2%	Junior Class Head Sponsor
1%	Freshman Class Head Sponsor
1%	Sophomore Class Head Sponsor
1%	Senior Class Head Sponsor
1%	International Club Sponsor

SCHEDULE B: ADDITIONAL WAGE SCHEDULE

Base =		\$38,729	3										
		CO1	CO2	CO3	CO4	CO5	CO6	CO7	CO8	CO9	CO10	CO11	CO12
Index	Step	1.00%	2.00%	3.00%	4.00%	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%	12.00%
1	1	\$429	\$817	\$1,204	\$1,591	\$1,978	\$2,366	\$2,753	\$3,140	\$3,528	\$3,915	\$4,302	\$4,689
1.04	2	\$445	\$848	\$1,250	\$1,653	\$2,056	\$2,459	\$2,861	\$3,264	\$3,667	\$4,070	\$4,473	\$4,875
1.08	3	\$460	\$879	\$1,297	\$1,715	\$2,133	\$2,552	\$2,970	\$3,388	\$3,806	\$4,225	\$4,643	\$5,061
1.12	4	\$476	\$910	\$1,343	\$1,777	\$2,211	\$2,645	\$3,078	\$3,512	\$3,946	\$4,380	\$4,813	\$5,247
1.165	5	\$493	\$944	\$1,396	\$1,847	\$2,298	\$2,749	\$3,200	\$3,652	\$4,103	\$4,554	\$5,005	\$5,456
1.21	6	\$511	\$979	\$1,448	\$1,916	\$2,385	\$2,854	\$3,322	\$3,791	\$4,260	\$4,728	\$5,197	\$5,665
1.255	7	\$528	\$1,014	\$1,500	\$1,986	\$2,472	\$2,958	\$3,444	\$3,930	\$4,416	\$4,902	\$5,389	\$5,875
1.3	8	\$545	\$1,049	\$1,552	\$2,056	\$2,559	\$3,063	\$3,566	\$4,070	\$4,573	\$5,077	\$5,580	\$6,084
1.345	9	\$563	\$1,084	\$1,605	\$2,126	\$2,647	\$3,167	\$3,688	\$4,209	\$4,730	\$5,251	\$5,772	\$6,293
1.39	10	\$580	\$1,119	\$1,657	\$2,195	\$2,734	\$3,272	\$3,810	\$4,349	\$4,887	\$5,425	\$5,964	\$6,502
1.435	11	\$598	\$1,154	\$1,709	\$2,265	\$2,821	\$3,377	\$3,932	\$4,488	\$5,044	\$5,600	\$6,155	\$6,711
1.475	12	\$613	\$1,185	\$1,756	\$2,327	\$2,898	\$3,470	\$4,041	\$4,612	\$5,183	\$5,755	\$6,326	\$6,897
1.515	13	\$629	\$1,215	\$1,802	\$2,389	\$2,976	\$3,562	\$4,149	\$4,736	\$5,323	\$5,909	\$6,496	\$7,083

TSS Memo of Understanding

With the increase in funding for the Teacher Salary Supplement (TSS) program, TSS dollars will be utilized with the following priorities:

- TSS 1 – equal distribution to all staff
- TSS 2 – used to raise all 0.8 or higher FTE teaching staff to a minimum of \$50,000, regardless of years of experience (prorated for teachers with less than 0.8 FTE)
- TSS 3 – used to raise all 0.8 or higher FTE teaching staff who have completed 12 years of teaching prior to the 2026-27 school year to a minimum of \$62,000 (prorated for teachers with less than 0.8 FTE and at least 12 years completed prior to the 2026-76 school year)
- TSS 4 – remaining TSS funds, after meeting all other TSS requirements, will be distributed to teaching staff based on completed years of experience with the Iowa Falls CSD as a teacher (credit may be given for teaching years with Alden CSD in accordance with Early Retirement credit directed by board action).