



2022 - 2027

COMPREHENSIVE AGREEMENT BETWEEN

JOHNSTON EDUCATION ASSOCIATION

and

JOHNSTON COMMUNITY SCHOOL DISTRICT

Effective July 1, 2025

INDEX

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
1	RECOGNITION	3
2	GRIEVANCE PROCEDURE	3
3	ASSOCIATION RIGHTS	5
4	SAVINGS CLAUSE	5
5	NOTICES	6
6	ACCESS TO AGREEMENT	6
7	WAGES AND SALARIES	6
8	EMPLOYEE HOURS - EMPLOYEE WORK YEAR	8
9	DURATION	9
Appendix A	Schedule A, Salary Schedule for Classroom Teachers	10
	Schedule B, Supplemental Pay	11
Appendix B	Grievance Form	13

ARTICLE 1

RECOGNITION

A. Unit. The Employer hereby recognizes the Johnston Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified and exclusive and sole bargaining representative for personnel as set forth in the PERB certification instrument (Case No. 88) issued by PERB on the 24th day of September, 1975. The Unit was updated by PERB on the 14th day of September, 2016 (Case No. 100742) the unit is described in the above certification as follows:

INCLUDED: Classroom teachers - those teachers who are under a full year contract with the School District, including specifically assigned coaching positions.

Counselors
Instructional Coach
Interventionist
School Nurses
Librarians - certified

EXCLUDED: Superintendent
Principals
Assistant Principals
Athletic Director
Deans
Educational Associates
Coordinators

Secretaries & Clerks
Associate Principals
Student Employees
Substitute Teachers
Interim Teachers
Head District Custodian
Full-time Custodians
Cooks
Bus Drivers
All other personnel
Excluded by Sec. 4 of the Act

B. Definitions.

1. The term "Employer" as used in this Agreement shall mean the Johnston Community School District or its duly authorized representatives.

2. 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.

3. The term "Association" as used in this Agreement shall mean the Johnston Education Association or its duly authorized representatives or agents.

ARTICLE 2

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" is the Employee making the complaint affected by the interpretation or application of this Agreement or the Association.

B. Purpose. The purpose of the procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting Employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Informal settlement in any stage shall bind the immediate parties to the settlement but shall not be precedents in a later grievance proceeding.

C. Procedure.

1. **TIME LIMITS.** The number of days indicated at each level is a maximum and every effort should be made to expedite the process. The failure to act on any grievance within the prescribed time limits will act as a bar to any further grievance or appeal concerning the immediate grievance at issue. An administrator's failure to give a decision within the time limits shall permit the aggrieved person to proceed to the next level. The time limits, however, may be extended by mutual agreement. The number of days indicated at each level will be considered a maximum, and every effort should be made to expedite the process. All time limits shall consist of workdays, Monday through Friday.

2. **YEAR-END GRIEVANCES.** When a grievance is submitted on or after May 20, time limits shall continue into the summer and continue to include weekdays, Monday through Friday, so that matters may be resolved as soon as possible.

3. **LEVEL ONE - PRINCIPAL or IMMEDIATE SUPERVISOR (Informal).** An aggrieved person shall first discuss it with his/her principal or immediate supervisor with the objective of resolving the matter informally. During the conversation, the aggrieved person should indicate this is a level one conversation. The principal shall be informed of the occurrence of the event-giving rise to the grievance within seven (7) days (Monday-Friday) of such event and the principal shall meet with the Employee within five (5) days (Monday-Friday) of being informed of such event.

4. **LEVEL TWO - PRINCIPAL (Formal).** If, as a result of the informal discussion with the principal or immediate supervisor at Level One, a grievance still exists, the aggrieved person or the Association may invoke the formal grievance procedure in writing on a form available from the Association representative or principal or immediate supervisor in each building. The filing of the formal written grievance shall be within fifteen (15) days (Monday-Friday) from the date of the event giving rise to the grievance. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement allegedly violated shall state the remedy requested, and shall be signed by the aggrieved person. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor and the Association.

The appropriate principal or immediate supervisor shall discuss the written grievance with the aggrieved person and shall indicate disposition of the grievance in writing within five (5) days (Monday-Friday) of the presentation of the formal grievance and shall furnish a copy thereof to the Association.

If the aggrieved person or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made, the grievance shall be transmitted to Level Three within five (5) days (Monday-Friday) after disposition or lack of disposition of the grievance. The grievant shall file a copy of the grievance with the Superintendent.

5. **LEVEL THREE - SUPERINTENDENT.** The Superintendent or his/her designee shall meet with the aggrieved person and an Association representative within five (5) days (Monday-Friday) of the receipt of the grievance. Within ten (10) days (Monday-Friday) of the receipt of the grievance, the Superintendent or his/her designee shall indicate his/her final disposition of the grievance in writing and shall furnish a copy thereof to the Association. The Superintendent may consolidate separate grievances, which involve common questions of contract interpretation and fact.

D. Rights of Employees to Representation.

1. **EMPLOYEE AND ASSOCIATION.** Any aggrieved person may be represented at all stages 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 Two through Three as a party of interest and shall have the right to grieve any adjustment of the Employee's complaint.

2. **REPRISALS.** No reprisals of any kind shall be taken by the Employer 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.

3. **TIME FOR HANDLING GRIEVANCE.** It is agreed that any investigation or other handling of any grievance by the grieving Employee may be conducted after 3:30 p.m., or at the close of the school day.

E. Miscellaneous.

1. **WRITTEN DECISION.** All decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

2. **SEPARATE GRIEVANCE FILE.** All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance personal file as part of the Employee's personal records.

3. 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, heretofore referred to in this article.

4. The Association agrees to indemnify, defend, and hold the Employer harmless against any claim, demand, suit, or liability (monetary or otherwise) and for alleged costs arising from any action taken or not taken by the Association with respect to its duty of fair representation.

ARTICLE 3 **ASSOCIATION RIGHTS**

A. The Association shall have the right to hold meetings on School District property after regular school hours provided such meetings in no way interfere with any aspect of the instructional or extracurricular program of the Employer. Any out-of-pocket expenses to the Employer resulting from such meeting shall be borne by the Association. The time and place of all meetings shall be arranged in advance with the building principal.

B. The Association may use district technology equipment after school hours for association business. Such use shall be only when such equipment is not otherwise in use for school purposes. The Association shall pay to the Employer the cost of all materials and supplies incidental to the use of such equipment, to be documented at the time of use, such payment to be made at the end of the school year.

C. The Association shall have the right to use faculty mailboxes and e-mail for announcements relating to the conduct of the Association business on behalf of the members of the bargaining unit.

D. The Association shall be provided with bulletin board space in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements, and all material posted will relate only to the Association's official business. The administration may also use such bulletin boards to post official school announcements and announcements relating to members of the bargaining unit.

E. Representatives of the Association shall be allowed to make telephone calls and other communiqués concerning Association business at any time during school hours when such persons are not on duty. No calls concerning Association business may be made or received during the time such person is on duty.

F. Association Leave.

Up to fifteen (15) days shall be available for representatives of the Association to use at its discretion. The Association shall reimburse the School District of the cost of the substitute and there shall be no deduction from the Employee's pay, or other leaves. No one person may take more than ten (10) days' Association leave.

ARTICLE 4 **SAVINGS CLAUSE**

In the event that any of the provisions of this Agreement shall become void or illegal during the term of this Agreement, such provision shall become inoperative, but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the Employer and the Association shall enter into immediate negotiations to replace the void or illegal provisions.

ARTICLE 5
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 certified letter or personal delivery at the following-designated addresses or at such other address as may be designated by a party in written notification to the other party:

1. If by the Association, to the Employer at:

Superintendent or Board Secretary
Johnston Community School District
P.O. Box 10
Johnston, Iowa 50131

2. If by the Employer, to the Association at:

Iowa State Education Association
777 Third Street
Des Moines, IA 50309

The Association will notify the Employer by July 1 of each year of the name and address of the then-current president of the Johnston Education Association.

ARTICLE 6
ACCESS TO AGREEMENT

This agreement with any amendments shall be made available electronically by Employer to the Association and Employees.

ARTICLE 7
WAGES AND SALARIES

A. Schedule. The salary of each Employee covered by the salary schedule is set forth in Schedule A which is attached hereto and made a part of this Agreement.

B. Placement on Salary Schedule.

1. Each year an Employee will advance one step on the salary schedule until reaching the last step. Thereafter, the Employee shall be paid on the last step of the applicable lane.

All certified staff covered under the bargaining unit shall be given credit for earned graduate hours regardless of the area of specialty.

Employees with a Doctorate shall receive a \$1,000 stipend. Employees with National Board Certification who are not receiving a stipend from outside the district shall receive a \$1,000 stipend each year the certification is maintained. Verification of renewal of the certification must be filed with the Human Resources Department by October 15 to earn the stipend. Stipends for National Board Certification and doctorates received after October 15 will not be honored until the start of the following school year.

2. New teachers coming into the School District will receive credit for years of teaching in other properly accredited school systems and agencies, provided that such prior experience has been earned within the **25** years immediately preceding the date of employment with the School District. Such credit shall be calculated as if the teacher had been an Employee of the School District.

3. Credit may be given to a new employee for work experience which the employer determines relevant to an Employee's work responsibilities. The determination of such credit for placement on the schedule shall be the Employer's sole discretion.

4. Any new Employee hired prior to October 1 will be given credit for one (1) year of service toward the next increment step

for the following year provided the Employee's performance is satisfactory.

5. The Employer has the right to withhold increments (hold on step) of any Employee where the Employee's work is unsatisfactory.

C. Advancement on Salary Schedule. Increments. Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum step for their educational classification is reached. Advancement is subject to satisfactory performance of the Employee and to the meeting of the requirements for Continuing Education.

D. Pay Period. Each Employee shall be paid in twelve (12) equal installments on the 19th day of each month by direct deposit. Direct deposits will be made on the 19th of each month with the following exceptions:

1. When a pay date falls on or during a federal holiday or weekend, direct deposits will be made on the last previous working day.
2. Teachers who have resigned or retired may elect to receive the balance of their compensation in June; provided, however, that all other benefits terminate on June 30.

E. Extended Contracts. Extended contracts may be issued at the Employer's discretion for a specified number of days beyond the regular contract, such days beyond one hundred ninety-four (194) days to be paid at the rate of 1/194th of the teaching contract rate.

F. Supplemental Contracts. Supplemental contracts may be issued at the Employer's discretion for activities and responsibilities beyond those connected with regular classroom duties. Supplemental contracts will be paid in accordance with Schedule B attached hereto and made a part hereof. No Employee on contract to the School District can be required to accept a new supplemental assignment except by the consent of the Employee.

G. Orientation Days. Orientation days for first year Employees shall be paid at the rate of one-half the daily teaching contract rate and will be included in the employee's September paycheck.

H. Professional Development Days. Professional development days scheduled beyond those specified in Article 8 shall be paid at the daily teaching contract rate.

I. Teacher Salary Supplement (TSS). The TSS allocation in the salary schedule shall be calculated by dividing the TSS allocations by the number of teachers and qualified nurses. In making the calculation, the TSS amount allocated to the School District shall be reduced by the District portion of cost of IPERS and FICA before making the calculations. The District is obligated to pay TSS monies starting in September of each year. The allocation to be paid to teachers and qualified nurses shall be calculated upon receipt from the aid and levy received from the Department of Management divided by the anticipated FTE total for the following year. This will include the existing certified FTE count plus any anticipated adjustments (additions or reductions) in staffing due to student count. Any excess monies will be paid out in the employees' June paychecks per FTE.

J. Combined Salary Schedule. The district and association agree to publish a combined salary schedule that contains values in each cell including the salary schedule and all Teacher Salary Supplement monies.

K. 403B Contribution. A monthly 403B contribution in the amount of \$140/month (\$1,680/year) will be given to current full-time employees covered in the bargaining unit. This amount will be prorated based on each employee's contractual FTE (e.g.: .5 employees will receive \$70.00 / month). Every eligible employee is required to notify the Business Office to advise the Office of the entity that is to receive the 403B contribution. If an employee fails to notify the Business Office of the entity that is to receive the 403B contribution, the Business Office will send a written reminder to the employee. If, within ten (10) duty days of the date on which the Business Office has mailed the reminder to the employee, the employee fails to advise the Business Office of the entity which is to receive the contribution, the employee will forfeit all rights to receive the 403B contribution for that year.

ARTICLE 8
EMPLOYEE HOURS - EMPLOYEE WORK YEAR

A. Employees shall work an eight-hour day, which includes a 28-minute duty free lunch except for part time Employees as defined by individual contracts. Employees, upon request to the principal or designated supervisor, may leave at the conclusion of the instructional day or arrive at the start of the instructional day not more than five (5) days a year for doctor's or dentist's appointment or other personal business which cannot be scheduled after the eight-hour day without deduction from personal leave.

Except for Employees assigned to bus supervision, Employees may leave after the buses leave the building on the last day of a workweek or on the day of open house. When school is dismissed early for bad weather, Employees may leave once the building Administrators have verified all responsibilities with students are complete.

B. Working days in the school when students are not in attendance shall be used for tasks and work assigned by the Superintendent or a designee.

C. Employees may be required to attend without additional compensation not more than seven (7) faculty or professional meetings per year, not to exceed sixty (60) minutes per meeting either before or after the regular workday.

Meetings shall not be called on Friday afternoon or in the afternoon of a day immediately preceding any holiday or other day upon which teacher attendance is not required at school, except in case of emergency.

In addition, Employees may be required without additional compensation to attend one open house and not more than three (3) evening assignments outside the regular school day not to exceed three (3) hours per assignment. Evening assignments beyond three (3) and/or over three (3) hours will be compensated at the schedule B supervision rate.

D. Employee Work Year. Except for first year Employees, there will be no more than one hundred ninety-four (194) paid contractual days in the school year, excluding Employees having extended or supplemental contracts. The regular term of employment shall be as noted in each Employee's contract. These days shall be counted as follows:

1. There shall be one hundred seventy (170) teacher-student contact days scheduled within the school year, in the Superintendent's discretion.

2. There shall be nineteen (19) professional development/work/parent-teacher conference days.

3. There shall be five (5) paid holidays which shall consist of: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day.

4. First year Employees shall attend the equivalent of four (4) additional days orientation to be scheduled at the Superintendent's discretion.

E. When school is closed for students during an emergency which is beyond the control of the administration and Employees, Employees of that school shall have, after students are dismissed, direction from the building principal as to work responsibilities during the remainder of the day.

F. Employees may leave school grounds during lunch period if the Employee does not have assigned duties and the Employee signs out at the building office.

ARTICLE 9
DURATION

1. Duration Period

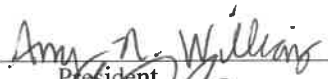
This agreement shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2027. This is a five (5) year agreement.

2. Notification

- A. Either party may give written notice to the other party to negotiate changes to this contract for fiscal year 2026-2027 on or before the 15th day of January, 2026.
- B. The District and Association have agreed to a total package increase of 3.57% for fiscal year 2025-2026. The District and Association have agreed to reopen the contract to negotiate Article VII, Wages and Salaries, in year three of the agreement.

This Agreement signed:

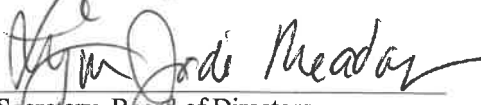
JOHNSTON EDUCATION ASSOCIATION

By 
President

By 
Bargaining Chairperson

JOHNSTON COMMUNITY SCHOOL DISTRICT

By 
President, Board of Directors

By 
Secretary, Board of Directors

JOHNSTON COMMUNITY SCHOOL DISTRICT

2025-2026 Salary Schedule A

Horizontal Increments—BA-BA30 \$900
 Horizontal Increments—BA30-MA \$1,800
 Horizontal Increments-MA-MA60 \$1,350

Generator Base \$41,462
 \$7,646 TSS

Vertical Increments-Lane BA-BA30 \$985
 Vertical Increments-MA \$1,170
 Vertical Increments-MA15 \$1,220
 Vertical Increments-MA30 \$1,270
 Vertical Increments-MA45 \$1,320
 Vertical Increments-MA60 \$1,370

Step	BA	BA 10	BA 20	BA 30	MA*	MA 15	MA 30	MA 45	MA 60
4 Total	52,063	52,963	53,863	54,763	57,118	58,618	60,118	61,618	63,118
5 Total	53,048	53,948	54,848	55,748	58,288	59,838	61,388	62,938	64,488
6 Total	54,033	54,933	55,833	56,733	59,458	61,058	62,658	64,258	65,858
7 Total	55,018	55,918	56,818	57,718	60,628	62,278	63,928	65,578	67,228
8 Total	56,003	56,903	57,803	58,703	61,798	63,498	65,198	66,898	68,598
9 Total	56,988	57,888	58,788	59,688	62,968	64,718	66,468	68,218	69,968
10 Total	57,973	58,873	59,773	60,673	64,138	65,938	67,738	69,538	71,338
11 Total	58,958	59,858	60,758	61,658	65,308	67,158	69,008	70,858	72,708
12 Total	59,943	60,843	61,743	62,643	66,478	68,378	70,278	72,178	74,078
13 Total	60,928	61,828	62,728	63,628	67,648	69,598	71,548	73,498	75,448
14 Total	61,913	62,813	63,713	64,613	68,818	70,818	72,818	74,818	76,818
15 Total	62,898	63,798	64,698	65,598	69,988	72,038	74,088	76,138	78,188
16 Total	63,883	64,783	65,683	66,583	71,158	73,258	75,358	77,458	79,558
17 Total	64,868	65,768	66,668	67,568	72,328	74,478	76,628	78,778	80,928
18 Total	65,853	66,753	67,653	68,553	73,498	75,698	77,898	80,098	82,298
19 Total	66,838	67,738	68,638	69,538	74,668	76,918	79,168	81,418	83,668
20 Total	67,823	68,723	69,623	70,523	75,838	78,138	80,438	82,738	85,038
21 Total		69,708	70,608	71,508	77,008	79,358	81,708	84,058	86,408
22 Total		70,693	71,593	72,493	78,178	80,578	82,978	85,378	87,778
23 Total		71,678	72,578	73,478	79,348	81,798	84,248	86,698	89,148
24 Total		72,663	73,563	74,463	80,518	83,018	85,518	88,018	90,518
25 Total					81,688	84,238	86,788	89,338	91,888
26 Total					82,858	85,458	88,058	90,658	93,258
27 Total					84,028	86,678	89,328	91,978	94,628
28 Total					85,198	87,898	90,598	93,298	95,998
29 Total						89,118	91,868	94,618	97,368

*Employees with a Master's Degree shall be paid at the Master's level regardless of the Master's area of specialty.

Employees with a doctorate degree will receive a \$1,000 stipend above the appropriate MA 60 step.

Employees with National Board Certification who do not receive a state stipend will receive a district stipend of \$1,000 each year the certification is valid.

House file 2612 – Employees with 12 years of experience or more will make at least \$62,000. The difference will be funded with TSS funds.

Johnston Community School District

2025-2026 Salary Schedule B

Base Pay: 41,462

High School Head Coaches: Group 1 - 21%			High School Assistant Coaches: Group 2 - 15%	
Baseball	\$ 8,707		Football Off/Def Coordinator	\$ 6,219
Basketball	\$ 8,707			
Football	\$ 8,707		High School Assistant Coaches: Group 3 - 13%	
Soccer	\$ 8,707		Baseball	\$ 5,390
Softball	\$ 8,707		Basketball	\$ 5,390
Swimming	\$ 8,707		Football	\$ 5,390
Track & Field	\$ 8,707		Soccer	\$ 5,390
Volleyball	\$ 8,707		Softball	\$ 5,390
Wrestling	\$ 8,707		Swimming	\$ 5,390
Strength & Conditioning Director	\$ 8,707		Track & Field	\$ 5,390
			Volleyball	\$ 5,390
			Wrestling	\$ 5,390
High School Head Coaches: Group 2 - 15%				
Dance	\$ 6,219			
Cross Country	\$ 6,219		High School Assistant Coaches: Group 4 - 9%	
Golf	\$ 6,219		Cross Country	\$ 3,732
Tennis	\$ 6,219		Dance	\$ 3,732
Bowling	\$ 6,219		Diving	\$ 3,732
			Golf	\$ 3,732
			Tennis	\$ 3,732
High School Head Coaches: Group 4 - 9%				
Cheerleading (Winter)	\$ 3,732			
			High School Assistant Coaches: Group 6 - 6%	
High School Head Coaches: Group 6 - 6%			Cheerleading (Winter)	\$ 2,488
Cheerleading (Fall)	\$ 2,488			
			High School Assistant Coaches: Group 7 - 5%	
MS Head Coaches: Group 4 - 9%			Cheerleading (Fall)	\$ 2,073
Basketball	\$ 3,732			
Football	\$ 3,732		MS Assistant Coaches: Group 6 - 6%	
Wrestling	\$ 3,732		Basketball	\$ 2,488
			Football	\$ 2,488
			Wrestling	\$ 2,488
MS Head Coaches: Group 5 - 8%			Cross Country	\$ 2,488
Cross Country	\$ 3,317		Cheerleading (Head)	\$ 2,488
Softball	\$ 3,317		Track & Field	\$ 2,488
Track & Field	\$ 3,317		Volleyball	\$ 2,488
Volleyball	\$ 3,317			
MS Head Coaches: Group 7 - 5%				
Swimming	\$ 2,073			

Johnston Community School District
2025-2026 Salary Schedule B

High School Activities & Clubs		Middle School & Elementary Activities & Clubs	
HS Yearbook (8%)	\$ 3,317	MS Mock Trial (5%)	\$ 2,073
HS Debate (7%)	\$ 2,902	MS Dragon Games Coordinator (4%)	\$ 1,658
HS Fall Play (7%)	\$ 2,902	MS Family, Career & Community Leaders of America (4%)	\$ 1,658
HS Individual Speech (7%)	\$ 2,902	MS HyperStream Club (4%)	\$ 1,658
HS Large Group Speech (7%)	\$ 2,902	MS Play (4%)	\$ 1,658
HS Mock Trial (7%)	\$ 2,902	MS Student Council (4%)	\$ 1,658
HS Musical (7%)	\$ 2,902	MS Technology Student Association (4%)	\$ 1,658
HS Newspaper (7%)	\$ 2,902	MS Yearbook (4%)	\$ 1,658
HS Student Council (7%)	\$ 2,902	SM HyperStream (4%)	\$ 1,658
HS National Honor Society (5%)	\$ 2,073	SM Play (4%)	\$ 1,658
HS Silver Cord (5%)	\$ 2,073	SM Yearbook (4%)	\$ 1,658
HS Academic Decathlon (4%)	\$ 1,658	Elementary DigiKidz Club (3%)	\$ 1,244
HS Family, Career, & Community Leaders of America (4%)	\$ 1,658	MS First Tech Challenge (3%)	\$ 1,244
HS Future Business Leaders of America (4%)	\$ 1,658	MS Math Counts (3%)	\$ 1,244
HS HOSA Future Health Professionals (4%)	\$ 1,658	SM Math Counts (3%)	\$ 1,244
HS HyperStream Club (4%)	\$ 1,658		
HS Jr/Sr Board (4%)	\$ 1,658	Building Initiatives - Total Allocation	\$ 9,000
HS Technology Student Association (4%)	\$ 1,658	Johnston High School	\$ 2,000
HS Art Club (3%)	\$ 1,244	Johnston Middle School	\$ 1,500
HS Best Buddies (3%)	\$ 1,244	Summit Middle School	\$ 1,500
HS First Tech Challenge (3%)	\$ 1,244	Beaver Creek Elementary	\$ 800
HS Math Club (3%)	\$ 1,244	Horizon Elementary	\$ 800
HS Prom (3%)	\$ 1,244	Lawson Elementary	\$ 800
HS Science Olympiads (3%)	\$ 1,244	Timber Ridge Elementary	\$ 800
HS Spanish Club (3%)	\$ 1,244	Wallace Elementary	\$ 800
HS Sparkle Cheer (3%)	\$ 1,244		
HS Special Olympics (3%)	\$ 1,244		
K-12 Instrumental & Vocal Music			
HS Head Music - Instrumental (20%)	\$ 8,292	Asst Marching Band-Color Guard, Percussion (3%)	\$ 1,244
HS Head Music - Vocal (20%)	\$ 8,292	6-7 Instrumental (8%)	\$ 3,317
8-12 Asst Instrumental (14%)	\$ 5,805	6-7 Vocal (8%)	\$ 3,317
8-12 Asst Vocal (14%)	\$ 5,805	MS Impact/Sound Advice Show Band Dir (4%)	\$ 1,658
HS Innovation Asst Director (8%)	\$ 3,317	Elementary Music (3%)	\$ 1,244
HS Synergy Asst Director (5%)	\$ 2,073		
HS Innovation Band Director (5%)	\$ 2,073	Other Rates (hourly):	
HS Synergy Band Director (5%)	\$ 2,073	Track Timing Coordinator	\$30.20
HS Bella Voce Director (8%)	\$ 3,317	Weight Room Supervisor	\$15.10
Bella Voce Band Director (3%)	\$ 1,244	Curriculum Development/Staff Development/ Homebound Instruction /Saturday School	\$32.85

**APPENDIX B
GRIEVANCE FORM**

Employee _____

Building _____

Assigned Grade Level, Subject or Area _____

Level One –

The alleged violation was brought to the attention of the Principal or Designee, _____

_____ (name) on _____ (date), at Level One.

Level Two -

(a) Date alleged violation occurred _____

(b) Section(s) of contract alleged to have been violated _____

(c) Statement of Grievance* _____

(d) Relief Sought* _____

Employee's Signature _____

Date _____

Disposition by Principal or Designee _____

Signature of Principal or Designee _____

Date _____

Level Three-

(a) Signature of Aggrieved Person

Date submitted to Superintendent or Designee _____

(b) Disposition by Superintendent of Designee _____

Signature of Superintendent or Designee _____

Date _____

*Additional space needed, attach additional sheets.