

MASTER CONTRACT

BETWEEN

FAIRFIELD COMMUNITY EDUCATION ASSOCIATION

AND

THE

FAIRFIELD COMMUNITY SCHOOL DISTRICT

FOR THE

SCHOOL YEARS

2024-2025

2025-2026

2026-2027

2027-2028

2028-2029

FAIRFIELD, IOWA

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ARTICLE I. Agreement

This Agreement is made and entered into at
Fairfield, Iowa, effective the 1st day of July,
2023, through the 30th day of June 2024,
by and between The Fairfield Community
School District, hereinafter referred to as
The District, and the Fairfield Community
Education Association, hereinafter referred
to as the Association.

ARTICLE II. Grievance Procedure

A. Definitions

1. Grievance

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

2. Aggrieved Person

An aggrieved person is a person or persons making the complaint.

3. Party in Interest

A “party in interest” is the person or persons making the complaint and any person whom 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, equitable solutions to the problems that 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.

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. A grievance shall be filed at Level 2 within twenty (20) school days of the occurrence giving rise to the grievance. The time limit specified may be extended by mutual agreement of the parties.

The failure of a grievant to act on any grievance within the prescribed time limits will end that grievance, and an administrator’s failure to give a decision, within the time limits, shall permit the grievant to proceed to the next step.

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 possible grievance shall first discuss it with his principal or immediate supervisor, either directly or, if he or she chooses, with the assistance of the Association’s designated representative, with the objective of resolving the matter informally.

4. Level Two—Principal (Formal)

If, as a result of the informal discussion with the principal or the immediate supervisor at Level One, a grievance still exists, the aggrieved person may invoke the formal grievance procedure on the form set forth in Appendix A. The grievance form shall be available from

the Principal in each building, 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 within twenty (20) school days of the date of the occurrence giving rise to the grievance. If the grievance involves more than one school building, it may be filed with the Superintendent or his designee.

The appropriate principal or immediate supervisor shall promptly indicate his disposition of the grievance in writing within five (5) school days following the presentation of the formal grievance, and shall furnish a copy thereof to the parties in interest and to the Association.

If the aggrieved person is not satisfied with the disposition of the grievance, or no disposition has been made within the five (5) school day period, the grievance shall be transmitted to Level Three.

5. Level Three—Superintendent

The Superintendent or his designee shall meet with the aggrieved person within five (5) school days of receipt of the grievance. Within ten (10) school days of receipt of the grievance, the Superintendent or his designee shall indicate his disposition of the grievance in writing and shall furnish a copy thereof to the Association.

If the aggrieved person is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within ten (10) school days following receipt of said grievance, the aggrieved person may proceed directly to Level Four.

6. Level Four—Arbitration

- a. If the aggrieved person and the Association are not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration.
- b. If the aggrieved person and the Association determine that the grievance is meritorious, he/she may submit the grievance to arbitration within five (5) school days of the meeting date.
- c. Within ten (10) school days after written notice to the Superintendent of submission to arbitration, the Superintendent and Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator, or to obtain such a commitment within the specified time period, either party shall make a written request for a list of arbitrators to the Public Employment Relations Board. The list shall consist of seven (7) arbitrators and the party shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within two (2) school days and the other party shall have one (1) additional school day to remove one (1) of the six (6) remaining names. The parties shall alternate removing names with one day for each name removed. The person whose name remains shall be the arbitrator.
- d. The arbitrator so selected shall confer with the Superintendent and the Association, and hold hearings promptly at a mutually agreed time, and shall issue his decision not later than fifteen (15) school days from the date of the close of the hearings, or if oral hearings

have been waived, then from the date the final statements and proofs on the issue are submitted to him. The arbitrator's decision shall be in writing and shall be submitted to the Board and the Association and shall be final and binding on the parties.

- e. The costs of the service of the arbitrator, including per diem expenses if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room, shall be borne equally by the Board and the Association. The party incurring same shall pay any other expenses incurred.

Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, a representative of his choosing, or at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association at Levels Two and Three, the Association shall have the right to be present at those levels 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.

2. Released Time

When it is necessary for an aggrieved person(s) or an Association representative(s) to meet regarding a grievance during the workday said aggrieved person(s) and representative(s) shall be released without loss of compensation if a representative of the School District calls the meeting.

D. Miscellaneous

1. Written Decisions

Decisions rendered at Level One which are unsatisfactory to the aggrieved person and 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. 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.

ARTICLE III. Payroll Deduction

- A. Salary Deferment: Employees shall be allowed to defer any portion of their salary to a 403(b) plan.

ARTICLE IV. Wages and Salaries

2024-2025: 3% on the base (\$1,089) plus SSA on TSS, no step movement
2025-2026: 3% on the base (\$1,122) plus SSA on TSS, include step movement
2026-2027: 3% on the base (\$1,156) plus SSA on TSS, include step movement

- Instructional Work will be paid at a rate of \$28.00 per hour, for work performed outside of the teaching contract.

If there are any legislative changes that mandate the District to change wages, the contract will be re-opened for wage negotiations only.

For years 2025-2026 and 2026-2027, if SSA is below 2% or above 4%, the contract will be re-opened for wage negotiations only.

The parties agree to both review and discuss during the 2024-2025 school year ideas for revision of the salary schedule.

A. Schedule

The salary of each full time employee covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part thereof. The salary of each part-time employee shall be prorated to the salary schedule according to the time actually contracted.

The impact of this language on district hiring will be monitored by the TQ Committee. If either administration or the FCEA determine a negative impact, this committee must bring a recommendation to both parties prior to initial offers being exchanged for the subsequent year's bargaining.

A. Advancement on Salary Schedule

1. Increments

Employees on the regular salary schedule may be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Fairfield Community School District for one hundred twenty (120) consecutive teaching days or more in one school year.

2. Educational Lanes

Employees on the regular salary schedule who move from one (1) educational lane to a higher educational lane shall move to the corresponding eligible step in the higher lane. For an employee to advance from one educational lane to another advance information of intent must be filed by the employee and advance approval shall be required from the Superintendent. Credit for courses outside an employee's assigned teaching area or based on training paid for by the District (either payment for course work or if course work to be used for graduate credit is completed on work time) for movement on the salary schedule may be approved at the discretion of the Superintendent. For an employee to advance from one (1) educational lane to another, the employee shall file suitable evidence of additional educational credit within their teaching field or courses related to their teaching skills within their teaching field or one-third of the courses which qualify toward an advanced degree in education with the Superintendent no later than October 1. Teachers will receive credit for an MA degree.

C. School Nurses

The salary of a nurse with a graduate nursing degree will be 90% of the BA Lane of Schedule A. The salary of a nurse with a BS Nursing Degree will be the same as the BA Lane of Schedule A.

D. Method of Payment

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 25th 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

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.

3. Final Pay

Each non-returning employee shall have the option of receiving all or any part of his earned, contracted salary on the last pay period of the in-school work year and after all their regular duties and assigned duties have been carried out.

4. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employees in a written authorization.

5. Deductions

Deductions for a day's unauthorized absence will be made at 1/190 of the employee's annual regular salary, depending upon the employee's length of contract.

E. Extra Assignment and Extended Contract Rate

The salary schedule is based upon the regular school calendar.

Any employee who is assigned extra time over and above the regular school calendar, will be compensated at the the current teacher stipend pay rate.

ARTICLE V. Extra-Curricular Activities

2024-2025: 3% on the base (\$829.00) no step movement

2025-2026: 3% on the base (\$854.00) include step movement

2026-2027: 3% on the base (\$879.00) include step movement

For years 2025-2026 and 2026-2027, if SSA is below 2% or above 4%, the contract will be re-opened for wage negotiations only.

If there are any legislative changes that mandate the District to change wages, the district will reconcile in accordance with new law, and incorporate any legislative changes during the 2024-2025 conversation on salary schedule.

A. Extra-Curricular Activities

1. Approved Activities

The District and the Association agree that the extra-curricular activities listed in the Extra-Curricular Levels (Schedule C) are official school-sponsored activities covered by school insurance.

2. Rates of Pay

Employee participation in extra-curricular activities as listed in the Extra-Curricular Levels (Schedule C) shall be assigned by the Principal, and shall be compensated according to the rate of pay or other stipulations in the Supplemental Pay Schedule (Schedule B), which is attached hereto and made a part thereof.

3. Placement on Supplemental Pay Schedule

Each employee affected shall be placed on his/her proper lane of the schedule as of the effective date of this agreement.

4. Teacher Quality Committee

Teachers serving on the Teacher Quality committee shall be compensated at the rate of pay listed on schedule B Extra-Curricular Pay Schedule. This compensation will only be in effect as long as this Committee is mandated through legislative action.

ARTICLE VI. Sick Leave

A. Accumulative Benefits

All employees shall be entitled to their sick leave days each school year as of the first official day of said school year upon reporting for work. Certified personnel shall be entitled leave of absence for personal illness or injury with full pay at a rate of fifteen (15) days for the first year of employment, and every year thereafter. Unused sick leave days shall be accumulated from year to year up to one hundred twenty-five (125) days. Sick leave use shall be deducted from the accumulated amount or 125 days, whichever is lesser.

The above amounts shall apply only to consecutive years of employment in the District, and unused portions shall be forfeited when voluntarily leaving the District.

B. Immediate Family Illness

All employees shall be entitled leave of absence at full pay for illness in the immediate family (spouse, child, parent, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent-in-law, and step or a member of the immediate household) not to exceed fifteen (15) days per year. After family illness is exhausted, the use of five (5) personal illness days will be allowed for family illness, for a maximum of 20 family illness days for the year.

C. Notification of Accumulation

Employees shall be notified of accumulated sick leave days on monthly payroll check stub.

ARTICLE VII. Temporary Leaves of Absence

A. Paid Leave

Employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year.

1. Personal Leave

Each employee s shall be granted two (2) personal days per year according to the provisions provided in this section. An employee planning to use a personal day shall make application on the Request for Temporary Leave of Absence Form at least five (5) school days in advance except in the case of an emergency.

Personal leave will not be allowed immediately following or prior to a school holiday or on an in-service day, except in unusual circumstances. Special requests for these unusual circumstances must be submitted, with reasons for leave, at least five (5) school days in advance, except in the case of an emergency, and approved by the Superintendent.

Personal leave requests may be limited to 10% (rounded up to the next whole number) per attendance center on any given day. The Superintendent may grant personal leave in excess of the 10% limit in unusual/extenuating circumstances. Personal leave requests for dates during the first two weeks of school or after May 1 are at the Superintendent's discretion and may be denied. Requests submitted for personal leave for dates after May 1 will be granted on a first come-first served basis in the event requests are limited.

Employees shall be allowed to carry over up to two (2) days of personal leave per year for a maximum of four (4) available personal days per year.

2. Jury and Legal

Any employees called for jury duty during school hours or who is subpoenaed for an appearance in any judicial or administrative proceeding shall be provided time for these activities. Any fees or remuneration the employee receives during such hours shall be turned over to the Fairfield Community School District.

3. Professional

Request for professional leave is to be submitted to the Superintendent through the building principal and approved by the Superintendent on any request where absence from duty or reimbursement for expenses is concerned. Whenever possible teachers wanting to attend national or regional meetings should estimate expenses, on a special requisition and submit to the superintendent at the time special requisitions are due. Notification of approval should be given as soon as possible as budgetary procedures will allow.

Any person attending meetings on a local, state, or national level is required to hold regular membership in the organization sponsoring the meeting. The serving as an officer in the sponsoring organization may result in additional privileges regarding attendance of meetings over and above the schedule listed below.

If more than one teacher from a building, a department, or a grade level, request to attend the same meeting it shall be at the discretion of the superintendent as to who may attend.

- a. National and Regional Meetings ---- alternate years.
- b. State and District Meetings ---- annually.

c. Other Professional Meetings approved by the Superintendent.

Allowable expenses for approved travel shall be paid by the school district. Expenses must be submitted by the end of the fiscal year in which expenses were incurred. If a leave request is denied because the amount appropriated in the district's budget for professional leave has been expended then such denial shall not be grievable.

Expenses will not be paid to National and Regional Meetings during the terminal year of employment, unless serving as an officer in the organization sponsoring the meeting.

Requests may be granted more often, but personnel must pay all expenses except the substitute teacher.

4. Bereavement

Certified personnel shall be granted leave of absence at full pay in case of death of spouse, child, parent, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent-in-law, and step or a member of the immediate household at the rate of three (3) days per death and two (2) days extra may be granted by the superintendent or designee. This does not accumulate. In the event of the death of an employee or student in the Fairfield Community School District, the principal or immediate supervisor of said employee shall grant to an appropriate number of employees sufficient time to attend the funeral.

5. Association

Up to nine (9) days shall be available for representative of the Association to attend conferences, conventions of the local, state and national affiliated organizations. When a substitute is necessary, the Association will pay the cost of the substitute.

B. Unpaid Leave

1. Other

Other temporary leaves of absence without pay may be granted in writing by the principal with the Superintendent's approval.

2. Religious

Any employee whose religious affiliation requires the observance of recognized holidays other than those scheduled in the school calendar shall be excused by the principal. The employee will have the salary of his/her substitute, if hired, deducted from that month's paycheck.

ARTICLE VIII. Extended Leaves of Absence

A. Parental and Personal Illness

All employees shall be eligible for parental and personal illness leave subject to the following conditions:

1. Notification

The employee shall notify the District as soon as the employee foresees any necessity to alter employment commitments as a result of parental leave. If an employee is requesting an academic year's leave of absence, they shall make such a request in writing by June 1

preceding that academic year. If differences of opinion exist regarding ability to continue duties, such shall be resolved by a written statement from the employee's attending physician.

2. Return Rights

The employee shall return to previously assigned full-time duties upon submission of a statement from the attending physician certifying physical and mental fitness to resume such duties. Upon returning to employment, the employee shall assume all previous rights and privileges.

3. Pay

An employee shall be entitled to all raises and increments upon return if the employee serves at least one hundred twenty (120) days of the school year. This 120 day period need not be continuous.

4. Sick Leave Use

Sick leave may be used by an employee only in the amount of accumulated sick leave and not to extend beyond such time that the employee's physician deems the employee physically and mentally fit to return to the assigned duties of employment. The extended leave of absence shall become effective when all sick leave is exhausted or at the option of the employee.

5. Adoption

In cases of adoption of a child, application for extended leave without pay shall be made as soon as possible.

6. Benefits

Insurance shall be continued for a period of twelve (12) months beginning with the effective date of leave and consent of the insurance carrier. Insurance coverage after the effective date of leave will be at the employee's option and the employee's expense.

B. Family Illness

A leave of absence without pay for up to one (1) year shall be granted for the purpose of caring for a sick or injured member of the employee's immediate family. Additional leave may be granted at the discretion of the board.

ARTICLE IX. Employee Work Year

A. In-School Work Year

1. Regular Contract

The in-school work year for returning employees contracted on a nine-month (9) basis will be one hundred ninety (190) days.

2. Extended Contract

The in-school work year of employees contracted on a twelve-month (12) basis shall not exceed two hundred forty-four (244) days.

3. Inclement Weather

Employee attendance may not be required whenever student attendance in the district is not required due to inclement weather.

B. Holidays

1. The regular and extended contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, January 1, and Memorial Day. No employee shall be required to perform duties on any of the above holidays. Employees on extended contract shall have July 4 as paid holiday if applicable.

ARTICLE X. Employee Hours

A. Workday

1. Arrival and Dismissal Time

No employee shall be required to report for duty earlier than thirty (30) minutes before the opening of the students' school day, and shall be permitted to leave thirty (30) minutes after the close of the pupils' school day except for meetings deemed necessary by the staff or administration and for in-service/workdays. The length of the employee's school day shall not exceed eight (8) hours. On Fridays or on days preceding holidays or vacations, the employees may depart after all of their responsibilities have been concluded.

2. Special Approval

A building principal or his designee may approve special individual requests for late arrival or early departure when in his/her judgment such requests are justified. Denial or approval of special approval requests for late arrival or early departure shall not be grieved under the Grievance Procedure.

B. Lunch Periods

Employees shall have an uninterrupted, 25 minute, duty-free lunch period five (5) days a week

C. Leaving the Building

Employees may leave the building without requesting permission during their scheduled duty-free lunch periods, and with notification during their preparation period.

ARTICLE XI. Extra-Curricular Activities

A. Assignments

When two or more teachers desire the same extra-curricular position with skill, ability, qualifications, and subject matter competence being equal in the judgment of the administration, seniority will prevail in the making of the assignment.

ARTICLE XII. In-Service & Professional Development

A. Collaboration Time

1. Teachers will be required to participate in a minimum of 36 hours annually of teacher-driven collaboration time to deliver educational programs and assess student learning, or to engage in peer review pursuant to section 284.8, subsection 1 of the Iowa Code.
2. Designated professional development (as long as practitioner collaboration is a substantial component of this professional development) and/or professional learning community time shall count toward the requirement.
3. Individual educator preparation time shall not count as collaboration time.
4. Teachers shall not be required to collaborate outside of contracted hours.

B. Peer Review

1. Definition – The parties agree that peer review is a confidential, yet collegial, process between a peer group of teachers to enhance their professional work, improve instruction, and positively impact student achievement.
2. Process – Peer review shall be conducted during the first and second year of the three-year cycle for evaluation. Peer review shall be conducted by a peer group of teachers for teachers subject to annual review in 284.8, Code of Iowa. Peer groups may be established to reflect common grade level, curriculum, proximity, or other previously established groupings of individuals. The process shall include observation, coaching conversations, and other professional feedback deemed appropriate by the peer group of teachers. The parties agree to the following:
 - a. Peer review is a process where at least two professional colleagues work together to enhance student learning on an informal, collaborative basis.
 - b. Peer review is focused on assisting each peer group member in achieving the goals of the teacher's individual professional development plan.
 - c. Peer review shall be based on professional dialogue related to the individual professional development plan of the employee.
 - d. Reviews shall be supportive and formative in nature with the purpose of improving professional practice. Content of peer reviews shall not be incorporated into the summative evaluation by the building principal, supervisor, or evaluator.
 - e. Reviews and teacher interaction shall be confidential; the teacher being reviewed shall have exclusive rights to all documentation created as a result of the peer review process.
 - f. Peer group reviews shall not be the basis for recommending that a teacher participate in an intensive assistance program, and shall not be used to determine the compensation, promotion, layoff, or termination of a teacher, or any other determination affecting a teacher's employment status.
 - g. Time required for the peer review process shall be scheduled by the peer group and coordinated with the principal.
 - h. Interactions shall be collegial and collaborative. If a conflict arises within a peer group, an attempt will be made to mediate. Based on results of mediation, the employee(s) will decide if it is necessary to join a different peer group.
 - i. Members of the peer group will complete the "Peer Review Form" after completing the review process. They will submit the form to the building principal prior to the end of the school year.
3. Training – Employees who are new to the district shall receive a brief overview of the peer review process from their building principal(s) or peer review group prior to conducting a peer review.
4. Selection Process – The selection of peer groups shall be as follows:
 - a. Teachers shall self-select their peer reviewer or group of peer reviewers. A peer group shall consist of two-seven members.
 - b. Non-instructional bargaining unit members shall self-select their own peer groups.
 - c. Teachers and non-instructional bargaining unit members can accept or deny a peer review group selection on an annual basis.
 - d. All employees shall be part of a peer group and the peer review process.
5. Release Time – Release time shall be provided for participation in the process. Employees shall not be required to conduct peer review outside of contracted work hours.

ARTICLE XIII

Printing and Effective Date

A. Printing Agreement

A copy of this agreement shall be posted on the district website with access to all staff and public within thirty (30) days after the Agreement is signed. A printed copy shall be made available, if requested, to all employees now employed or hereafter employed by the District and the District shall provide the Association with fifteen (15) printed copies.

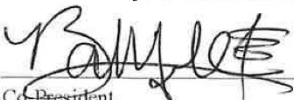
B. Duration Period

This agreement shall be effective as of July 1, 2024, and shall continue in effect until June 30, 2025. The salary and fringe benefit provisions shall become effective at the beginning of the first pay period of the 2024-25 school year.

Signature Clause

In witness whereof, the parties have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiations and their signatures be placed thereon, all on the 29 day of March 2024.

Fairfield Community Education Association

By 
Co-President

By _____
Co-President

By 
Chief Negotiator

Fairfield Community School District

By 
President

By 
Chief Negotiator

2024-2025 Base Wage Increase =\$1,089.00

	COMBINED 2024-2025 SALARY SCHEDULE									
	TSS = \$5,963									
LANES	500	500	500	500	750	750	750	750	750	750
STEPS	500	500	500	500	750	750	750	750	750	750
STEP	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	47,500	47,500	47,500	47,500	47,500	47,500	47,500	47,682	48,432	49,182
2	47,500	47,500	47,500	47,500	47,500	47,500	47,682	48,432	49,182	49,932
3	47,500	47,500	47,500	47,500	47,500	47,682	48,432	49,182	49,932	50,682
4	47,500	47,500	47,500	47,500	47,682	48,432	49,182	49,932	50,682	51,432
5	47,500	47,500	47,500	47,500	48,432	49,182	49,932	50,682	51,432	52,182
6	47,500	47,500	47,500	47,500	49,182	49,932	50,682	51,432	52,182	52,932
7	47,500	47,500	47,500	47,682	49,932	50,682	51,432	52,182	52,932	53,682

*With a variable reconciliation rate classified as Minimum Salary Adjustment, based on each individuals standing as noted on individual contracts

BA DEGREE	MA DEGREE
\$1,089.00	\$1,089.00

Table to be updated annually in accordance to Article IV- Wages and Salaries

OFF-STEP LANES =

BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
	\$500	\$500	\$500	\$750	\$750	\$750	\$750	\$750	\$750

SALARY SCHEDULE B							
EXTRA-CURRRICULAR PAY SCHEDULE FOR 2024-2025							
INDEXED TO BASE:	28,444						
LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	3,308	3,752	4,195	4,639	5,083	5,527	5,970
2	2,933	3,280	3,627	3,974	4,321	4,668	5,015
3	2,335	2,608	2,881	3,154	3,428	3,701	3,974
4	2,057	2,301	2,546	2,790	3,035	3,280	3,524
5	1,453	1,673	1,892	2,111	2,330	2,549	2,768
6	1,155	1,320	1,485	1,650	1,815	1,980	2,145
7	771	879	987	1,095	1,203	1,311	1,419
8	575	657	740	822	905	987	1,069
Teacher Quality Committee			757				

Table to be updated annually in accordance to Article V

Instructional Work will be paid at a rate of \$28.00 per hour, for work performed outside of the teaching contract.

SALARY SCHEDULE C

Extra Curricular Activity Levels

LEVEL 1	
Head Boys Basketball Head Football Head Girls Softball	Head Wrestling Head Girls Basketball H.S. Instrumental Music Head Baseball
LEVEL 2	
Head Girls Track Head Boys Track Head Sophomore Football Quill Future Farmers of America	H.S. Speech & Forensics H.S. Drama Troy Banner Head Volleyball H.S. Vocal Music
LEVEL 3	
Head Swimming Asst. Girls Basketball Asst. Wrestling	Asst. Boys Basketball Asst. Football
Level 4	
Tennis Golf Varsity Cross Country Asst. Boys Track Asst. Speech & Drama M.S. Wrestling Asst. Volleyball	Asst. Baseball Asst. Softball Asst. Girls Track Asst. H.S. Vocal Asst. H.S. Band Boys Soccer Girls Soccer H.S. Bowling
LEVEL 5	
8 th Football 7 th Football 7 th – 8 th Girls Track M.S. Vocal Music 8 th Girls Basketball 8 th Boys Basketball Strength Coach M.S. Asst. Wrestling	8 th Volleyball 7 th – 8 th Boys Track 7 th Volleyball M.S. Instrumental Music 7 th Girls Basketball 7 th Boys Basketball Asst. Boys Soccer Asst. Girls Soccer
LEVEL 6	
H.S. Cheerleading (per season) H.S. Student Council H.S. PomPon M.S. Cross Country Asst. 7 th Basketball Asst. 8 th Basketball Asst. 7 th Football Asst. 8 th Football	M.S. Drama M.S. Cheerleading Asst. 7 th Volleyball Asst. 8 th Volleyball Asst 7 th – 8 th Track 8 th – 9 th Basketball Floater FBLA
LEVEL 7	
Oracle M.S. Yearbook	H.S. Girls Chaperone National Honor Society
LEVEL 8	
M.S. Student Council M.S. Art H.S. Art	Elementary Art Elementary Band Elementary Music Elementary Student Council*

Both parties agree to the formation of a committee comprised of an equal balance of certified employees and Board / administration to annually review Salary Schedule C (Supplemental Activity Levels). Recommendations will be given to FCEA and FCSD bargaining teams.

APPENDIX A

Grievance Report

Date Filed _____

Fairfield Community School District
_____ Building

Distribution of Form
1. Association
2. Employee
3. Appropriate Supervisor
4. Superintendent

Name of Aggrieved Person

LEVEL II

A. Date violation occurred _____

B. Section(s) of contract violated _____

C. Statement of grievance* _____

Relief sought* _____

Signature

Date

D. Disposition by Principal or immediate supervisor

Signature of Principal or Immediate Supervisor

Date

*If additional space is needed, attach additional sheets.

LEVEL III

A. _____
Signature Date Received by Superintendent

B. Disposition by Superintendent of Designee _____

Signature of Superintendent or Designee

Date

LEVEL IV

A. _____
Signature of Aggrieved Person Signature of Association President

B. _____
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and award of arbitrator* _____

Signature of Arbitrator

Date of Decision

*If additional space is needed, attach additional sheets. _____

NOTE: All provisions of ARTICLE II of the Agreement, dated _____, 20____, shall be strictly observed in the settlement of grievances.

APPENDIX C

Peer Review Form

Teacher's Name _____

Teachers In Peer Review Group

Date(s)/Time(s) Peer Review Group Met:

General Topics Discussed:

Signatures of Peer Group Teachers:

_____	_____
_____	_____
_____	_____