

**GEORGE-LITTLE ROCK EDUCATION ASSOCIATION
AND THE
GEORGE-LITTLE ROCK COMMUNITY SCHOOL DISTRICT
FOR THE PERIOD
July 1, 2024 – June 30, 2029
AGREEMENT**

This agreement between the George-Little Rock Community School District and the George-Little Rock Education Association is entered into on the date of the signatures below.

IT IS AGREED AS FOLLOWS:

1. This agreement is effective for a five-year period commencing July 1, 2024 until June 30, 2029 with the base wage negotiated each year.
2. The board will continue with a licensed staff handbook which is not included by reference as a portion of this contract. That handbook is subject to modification by the Board of Directors. The GLREA president and chief negotiator will be notified of any changes to the licensed staff handbook prior to school board action at a school board meeting. At such time that health insurance renewal options are issued by the district's health insurance vendor, administration will seek input from the George-Little Rock Education Association through the formation of an "Insurance Committee." After receiving input from the Insurance Committee, the Board of Education has sole decision making discretion regarding health insurance options
3. **LEAVES**
To preserve the integrity of teacher learning and professional growth, personal leaves and sick leave for appointments may not be used on days when professional development is scheduled. The Superintendent of Schools may use discretion to approve such leave with extenuating circumstances.

All leaves are to be prorated by the certified staff member's FTE.

Leaves above the leave allowed will be both a contract deduction and TSS reduction based on the per diem rate.

SICK LEAVE

Leave of absence for an employee's personal illness or injury with full pay for consecutive years of employment shall be as follows:

- 10 days - first year
- 11 days - second year
- 12 days - third year
- 13 days - fourth year
- 14 days - fifth year
- 15 days - sixth year and subsequent years

The amount of accumulated sick leave shall be one hundred thirty-five (135) days. Accumulated sick leave may be transferred to the George-Little Rock Community School District in an amount equal to the number of years of experience brought into the system. This amount shall not exceed ten (10) days.

An employee who will be absent from his/her duty for personal illness will notify the principal's office by 6:45 a.m. on the day of the absence.

The employer may request medical proof from an employee absent for more than five (5) consecutive days due to personal illness or injury prior to the employee receiving pay for sick leave. In addition, the employer may request medical proof if the employer deems absences excessive, or if there is a question as to the validity of the request for sick leave. After consultation with the employee, a physician chosen by the employer may review the employee's medical proof, and the cost, if any, for said review shall be paid by the employer.

Employees shall be given a copy of a written accounting of accumulated sick leave days no later than October 1 of each school year.

Employees whose absence is necessitated by pregnancy shall be allowed to use sick leave to the extent that sick leave is accumulated.

Upon the first day of this Agreement all prior accumulation of sick leave shall be credited to the employee's account.

Sick leave payout for retiree's sick day balances will be paid out at \$15 per sick day upon retirement.

Sick Leave Bank

Each district employee eligible for personal sick leave benefits may elect to participate in the Sick Leave Bank established by this policy. This includes administrators, teachers and support staff.

The election to participate must be indicated no later than September 10 of each year. This participation request must be on a written form provided by the Central Office. The employee contributes one day of the employee's unused sick leave.

Each participant who has used all of the employee's personal sick leave and personal leave may petition the Sick Leave Bank for sick leave assistance.

An employee who qualifies for the Federal Medical Leave Act and has exhausted all of his/her accumulated sick leave may draw up to ten (10) days of emergency sick leave per year from the voluntary sick leave bank if he/she has donated one (1) day of his/her sick days by September 10 of that current fiscal school year. Days from the bank may only be used in situations which qualify for the Federal Medical Leave Act. Staff may apply for an additional ten (10) days after exhausting the original ten (10) days. The bank is contingent upon voluntary donations, thus, when the bank is empty, it will be impossible to draw any additional days. This sick leave bank will carry over any unused days until the next school year to a maximum of 100 days.

The application for sick leave assistance has been developed and is available in the superintendent's office. A doctor's statement will be required with all information to be kept confidential.

PERSONAL LEAVE

1. Employees shall be allowed five (5) paid days per year (non-cumulative).
2. These five (5) personal leave days may be taken at employee's discretion and may be used for any reason subject, however, to Section B 3(a) (b) and (c) and as noted above regarding scheduled professional development. The first three (3) days of personal leave as herein defined will be paid at the rate of the per diem substitute teacher pay if the leave is not used. Said amount to be paid in June of each year. The teacher shall reimburse the school district for the fourth and fifth (4th and 5th) day of personal leave taken at the rate of the per diem substitute teacher expense.
3. Personal leave is subject to the following restrictions:
 - a. These additional days shall not be available for the first three (3) days or the last three (3) days of the student's school year or during parent-teacher conferences.
 - b. The employee shall give two (2) day notice of intention to use personal leave. If an emergency situation occurs where it would not be possible to give prior notice, the necessity for prior notice shall be waived. However, employees shall be expected to notify the principal or other supervisor of such an emergency.
 - c. Not more than two (2) employees per town of the school district shall be allowed to utilize personal leave at any one time. Leaves shall be granted in the order they are received.

JURY DUTY

In the absence of extraordinary circumstances, teachers in the school system may be excused for jury duty. In order that no teacher shall suffer financial loss because of such absence, the difference between their normal salary and the compensation received for jury duty shall be paid by the school district. All expenses reimbursed shall be retained by the teacher. If the teacher is released from jury duty (District Court) prior to 11:00 a.m., the teacher is required to return to the school for afternoon teaching duties.

MILITARY LEAVE

A military leave of absence shall be granted to an employee who shall be inducted for military duty in time of war or other emergency declared by proper authority in any branch of the armed forces of the United States. Upon return from such leave, an employee shall be placed at the same position on the salary schedule and shall maintain the same fringe benefits as he would have accrued had he taught in the district during such period. Employees of the George-Little Rock Community School District shall continue to receive their regular compensation for the duration of their contract year when called to active duty as a member of the National Guard or Reserves, provided that they shall remit or turn over to the school district that compensation, except for mileage and expense which they received while on active duty.

PROFESSIONAL LEAVE

Attendance at educational meetings or visiting other schools is permitted at full pay, if such absence is recommended by the building principal and is approved by the Superintendent. All cases will be reviewed in light of budget, benefit to the educational program and availability of suitable substitutes. Expenses for said leave shall be approved

by the building principal prior to attendance. Expenses shall include travel, lodging, meals, and conference registration. Upon returning from professional leave, the employee shall submit a written report to the building principal.

LEAVES FOR FUNERAL AND SERIOUS FAMILY ILLNESS

Employees shall be granted leave of absence at full pay for serious illness or death. Up to a maximum of six (6) days shall be allowed in each event of serious illness or death of the employee's spouse and children. Up to a maximum of five (5) days shall be allowed in each event of serious illness or death of the employee's parent, sister, or brother. Up to three (3) days shall be allowed in the event of the death of the employee's mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents or grandchildren. Serious illness shall be defined as those injuries or illnesses requiring overnight hospitalization. A day for serious illness or death may be granted by the Superintendent for a person other than a relative and for kinships not mentioned herein. Information concerning such circumstances shall be made on prescribed school district form and routed through the building principal's office to the office of the Superintendent. In the event of the death of an employee in the George-Little Rock School District, the principal may grant to appropriate employee(s) sufficient time to attend the funeral.

EMERGENCY LEAVE

An employee of the George-Little Rock Community School shall have one (1) emergency day available at full pay. This leave is based on approval by the Superintendent only if no personal days are available.

SHORT TERM ABSENCE

The Superintendent may authorize leave without pay of up to a maximum of thirty (30) days in any one year for purposes which the Superintendent considers necessary. An employee must make an application for authorization for such leave at least five (5) days in advance of the request stating the reason. Deductions from the employee's salary shall be made by dividing the number of contract days into the teacher's salary, and the reduction shall be made on a per diem basis.

EXTENDED LEAVE

An employee who is unable to work because of personal illness requiring professional care or disability and who has exhausted all sick leave available, shall be granted a leave of absence without pay for the duration of such illness or disability up to the end of the contract year in which the sick leave has been exhausted. During extended leave, an employee shall be covered by all school insurances paid by the School District up to the end of the contract year.

CHILD/ELDER ILLNESS LEAVE

Up to a maximum of five days may be used for illness of child, spouse, parent, parent-in-law, or grandparent that requires home or medical care. The first five days will be deducted from the employee's current or accumulated sick leave with no pay deduction.

USE OF LEAVE

All leaves shall be used in minimum one-half day increments.

4. **REQUIRED CONTRACT DAYS**

The regular contract work year of a 1.00 FTE certified teacher will be one hundred ninety (190) days of which five (5) days shall be paid holidays. These days shall be Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day. One additional professional development day prior to the school years will be required and will be paid at the individual teacher's per diem rate.

5. **BASE PAY**

A new 3 Tier steps and lanes salary schedule which includes base wage and TSS will be implemented based on lanes and years of district recognized experience. The steps and lanes schedule will include base wage and TSS implementing the new Iowa minimum salaries for new teachers and veteran teachers with 12 years of district recognized experience.

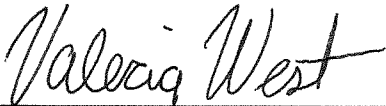
TSS increases will be funded through flex funding for salary increases for returning staff ranging from 5% to 29.89% for master contract 1.0 FTE teachers for 2024-2025. Moving forward the regular SSA percentage TSS (2.5% for 2024-2025) will be split evenly (less FICA/IPERS) moving away from the previous TSS calculations of teacher salary/total salaries * TSS (less FICA/IPERS). The split even TSS does not include the extra received for the new teacher salary minimum TSS anticipated. Addendum shows the 3 tier salary schedule for 2024-2025.

Salary increase will be negotiated each year.

Base wage for determining additional contracts, such as coaching contracts, will be \$40,247 for 1.0 FTE.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 15th day of April, 2024.

**GEORGE-LITTLE ROCK
EDUCATION ASSOCIATION**



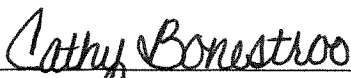
Valecia West, President GLREA

**GEORGE-LITTLE ROCK
COMMUNITY SCHOOL DISTRICT**



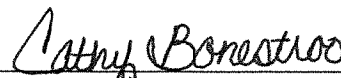
Austin Lloyd, Board President

ATTEST:



Cathy Bonestroo, Board Secretary

ATTEST:



Cathy Bonestroo, Board Secretary

Iowa Nondiscrimination Statement – “It is the policy of George-Little Rock Community School District not to discriminate on the basis of race, creed, color, age, sex, sexual orientation, gender identity, national origin, disability, marital status, socioeconomic status, or religion in its programs, activities, or employment practices as required by the Iowa Code section 216.7 and 216.9. There is a grievance procedure for processing complaints of discrimination. If you have any questions or grievances related to compliance with this policy by George-Little Rock Community School District, please contact Tom Luxford, Equity Coordinator, George-Little Rock Community School, 309 S. Lincoln St. Ste. 1, George, IA 51237; phone number 712-475-3311, email: tluxford@george-littlerock.org. Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th St., Des Moines, IA 50319- 1004; phone number 515-281-4121, 800-457-4416; website: <https://icrc.iowa.gov>.

To file a complaint of discrimination, write USDA, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call 1(866) 632-9992 (Voice). Individuals who are hearing impaired or have speech disabilities may contact the USDA through the Federal Relay Service at 1(800)877- 8339 or 1(800)845-6136 (Spanish). USDA is an equal opportunity provider and employer.

Employers or other sponsors are prohibited from engaging in unlawful discrimination.

The George-Little Rock School District is an EEO/AA employer.

2024-2025 Salary Schedule Addendum Following



Master Contract Staff Salaries (Includes TSS)

Tier 1 (2024-2025)

Years Experience	BA	BA +12	BA +24	MA
0	\$47,500	\$47,808	\$48,116	\$48,731
1	\$47,700	\$48,008	\$48,316	\$48,931
2	\$47,900	\$48,208	\$48,516	\$49,131
3	\$48,100	\$48,408	\$48,716	\$49,331
4	\$48,300	\$48,608	\$48,916	\$49,531
5	\$48,500	\$48,808	\$49,116	\$49,731
6	\$48,700	\$49,008	\$49,316	\$49,931
7	\$48,900	\$49,208	\$49,516	\$50,131
8	\$49,100	\$49,408	\$49,716	\$50,331
9	\$49,300	\$49,608	\$49,916	\$50,531
10	\$49,500	\$49,808	\$50,116	\$50,731
11	\$49,700	\$50,008	\$50,316	\$50,931

Tier 2 (2024-2025)

Years Experience	BA	BA +12	BA +24	MA
12	\$60,000	\$60,308	\$60,616	\$61,231
13	\$60,200	\$60,508	\$60,816	\$61,431
14	\$60,400	\$60,708	\$61,016	\$61,631
15	\$60,600	\$60,908	\$61,216	\$61,831
16	\$60,800	\$61,108	\$61,416	\$62,031
17	\$61,000	\$61,308	\$61,616	\$62,231
18	\$61,200	\$61,508	\$61,816	\$62,431
19	\$61,400	\$61,708	\$62,016	\$62,631



Master Contract Staff Salaries (Includes TSS)

Tier 3 (2024-2025)

Years Experience	BA	BA +12	BA +24	MA
20	\$67,500	\$67,808	\$68,116	\$68,731
21	\$67,700	\$68,008	\$68,316	\$68,931
22	\$67,900	\$68,208	\$68,516	\$69,131
23	\$68,100	\$68,408	\$68,716	\$69,331
24	\$68,300	\$68,608	\$68,916	\$69,531
25	\$68,500	\$68,808	\$69,116	\$69,731
26	\$68,700	\$69,008	\$69,316	\$69,931
27	\$68,900	\$69,208	\$69,516	\$70,131
28	\$69,100	\$69,408	\$69,716	\$70,331
29	\$69,300	\$69,608	\$69,916	\$70,531
30	\$69,500	\$69,808	\$70,116	\$70,731
31	\$69,700	\$70,008	\$70,316	\$70,931
32	\$69,900	\$70,208	\$70,516	\$71,131
33	\$70,100	\$70,408	\$70,716	\$71,331
34	\$70,300	\$70,608	\$70,916	\$71,531
35	\$70,500	\$70,808	\$71,116	\$71,731
36	\$70,700	\$71,008	\$71,316	\$71,931
37	\$70,900	\$71,208	\$71,516	\$72,131
38	\$71,100	\$71,408	\$71,716	\$72,331