

Roland-Story Community School District
Master Contract



Comprehensive Agreement
between the
Roland-Story Community School District
and the
Roland-Story Education Association

2024-2027

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Article I - Preamble

This agreement, entered into this 22nd day of April 2024 by and between the Roland-Story Community School District, Story City, Iowa, hereinafter referred to as the "Employer" and the Roland-Story Education Association, hereinafter referred to as the "Association", represents the complete and final agreement between the Employer and the Association.

Throughout this Agreement, whenever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, identified as Senate File 531, which was signed into law on April 23, 1974.

The parties further recognize that attainment of educational objective(s) is a joint responsibility of the employer, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

Whereas, the parties have reached certain understandings, which they desire to confirm in this Agreement, it is agreed as follows.

Article II - Recognition

The Employer hereby recognizes the Association as the exclusive bargaining representative for the regular full-time and regular part-time certificated teachers including: guidance counselors, librarians, media production director, curriculum chairpersons, and school nurses.

Excluded from representation and coverage are these positions and duties: superintendent, school board secretary, principals, activities director, substitute teachers, teacher associates, teacher aides, secretaries, supervisor of buildings/grounds, custodians, school bus drivers, transportation director, cafeteria directors, cafeteria cooks, and all other employees excluded under Section #4 of the Act.

Reference is made to the Iowa Public Employment Relations Board, Order of Certification Case No. 457, dated November 24, 1975. Also noted is the stipulation of the bargaining unit amended January 23, 1986.

Article III - Impasse Procedures

In the event the Employer and Association have not reached an agreement one hundred twenty (120) calendar days prior to May 31, the parties may meet to select and agree upon a mediator to assist in the negotiations. Either party can request and compel mediation services.

If no mediator can be agreed upon between the parties within three (3) work days, the Iowa Public Employment Relations Board will be requested to appoint an impartial and disinterested person as mediator. The function of the mediator will be to meet with the parties and to assist and encourage a settlement. The mediator has no final and binding powers. Said mediator's expenses and service charges, if any, are to be shared equally between the parties. The mediator will make no comments or written statements to the news media or to anyone other than the negotiating committee regarding negotiations.

After the selected mediator has served and no agreement between the parties has been reached, either party may request and compel arbitration. Mediation will continue during arbitration.

After either party hereto has so notified the other of its referral to arbitration, the parties will meet within five (5) work days after receipt by either party hereto of notice of referral to arbitration to select an arbitrator or to request in writing the Federal Mediation and Conciliation Service, American Arbitration Association or Iowa Public Employment Relations Board to furnish a suggested list of names of seven (7) arbitrators from which the parties shall select one (1) arbitrator. Within five (5) workdays after receipt of said panel of arbitrators the parties will meet to select the sole arbitrator at one setting. Such selection shall be by agreement, if possible; otherwise, by parties alternately eliminating names from the list. The arbitrator whose name remains on said list shall be accepted by both parties as the sole arbitrator. When, prior to May 26, an arbitrator has been selected and a hearing date established the arbitration process would be allowed to proceed to completion.

The fees and expenses of the arbitrator will be paid equally by the parties. Mediation and arbitration will not be held during normal school hours. This requirement will so be noted in any formal request for mediation or arbitration. Each party shall pay its own cost of preparation and presentation for mediation and arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and the transcripts. The arbitrator's decisions or settlement on said mandatory impasse item(s) shall be made in writing to both parties no later than five (5) calendar days prior to May 31. The arbitrator's decision(s) will be final and binding on both parties. The parties may continue to negotiate during arbitration.

Article IV - Separability and Savings

If any provision(s) of this Agreement is (are) subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, then this provision(s) shall be deleted from this Agreement to the extent that it violates the law. All other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

The parties shall meet and discuss a substitute provision(s) for those parts or provisions rendered or declared illegal or invalid.

Article V - Seniority

Seniority shall mean teaching experience within the District until the beginning of the employee's third year of employment in the Roland-Story District when it then shall mean the years of experience at Roland-Story and up to seven (7) years of teaching experience from any other public school.

The employment relationship shall be terminated as follows:

1. An accepted employee resignation.
2. The individual teaching contract is not renewed.
3. Employee retires.

As long as an individual is employed by the Employer, either in or out of the bargaining unit, his/her seniority continues to accumulate. Seniority will continue to accumulate no matter what building a teacher transfers to as long as a valid license is held for teaching in that building. If a provisional license is held, the teacher will lose the years of seniority it takes to gain the full certification, unless that change is requested by the district.

Article VI - In-Service Training

In-Service is staff development provided or made possible by the Employer. The parties will work with representation on Professional Development Advisory Team (PDAT) and use PDAT for recommendations and suggestions concerning in-service. The RSEA may have one (1) local district representative on PDAT. It will be the RSEA's responsibility to monitor this.

Article VII - Service Year

The regular contract for returning employees shall be 192 days. New employees shall have a service year of 193 days, thus allowing a necessary one-day work orientation before the reporting of employees experienced in the district. Extended contracts, extra-curricular and/or co-curricular assignments for which an employee received compensation shall be between the employee performing the service and the Employer. The contract shall include the following:

1. A minimum of one hundred seventy nine (179) teacher-student contact days.
2. Five (5) professional development days to be used as teacher learning opportunities, or other related use, as determined by the Employer.
3. Two (2) teacher work days, apportioned by the Employer, consisting of teacher work time for compiling grades, preparing lesson/unit plans, or updating curriculum maps.
4. (6) holidays as follows:

Labor Day	Christmas Day
Thanksgiving Day	New Year's Day
Christmas Eve Day	Memorial Day

If any of the above holidays fall on a Sunday, it shall be observed on Monday. If any of the above holidays fall on a Saturday, it shall be observed on Friday.

Recommendations and suggestions may be made to the Superintendent, or his designee regarding the organization of the District's calendar.

When school is closed because of an emergency, employees of that school shall have direction from the building principal. Employee attendance shall not be required when student attendance is not required due to inclement weather.

Article VIII - Hours

1. The employee workday shall consist of eight (8) hours per day. The regular workday start and end times may vary by building or individual employee, and should be determined by student start and end times and specific building initiatives and goals. The principal in each building shall maintain a master hours chart, which shall include the start and end time of each individual employee. The master chart shall be established at the beginning of each school year and modifications to the hours chart may only be made upon mutual agreement of the teacher and building principal. Employees may periodically flex their hours at the beginning or ending of workdays for personal matters. The employee shall seek approval directly from the administrator. The administrator has the right to deny any request for flex hours, but shall not do so arbitrarily or without good reason.

2. The employer may assign extra duties as associated with the teaching profession. Employees may be required to periodically attend, without additional compensation, faculty and/or professional meetings either immediately before or after the normal workday. Such meetings will be limited to one per week. Employees may be required, without additional compensation, to attend evening meetings or assignments outside the normal workday. Such evening meetings or assignments shall not exceed eight (8) per school year unless mutually agreed to. Other meetings of a pressing nature may be scheduled at the Superintendent's discretion.
3. On days school is dismissed for vacation, dismissed early due to weather conditions, and on Fridays, teachers may leave twenty (20) minutes after the close of the student day.

Article IX - Grievance Procedure

Section 1:

Grievance: A grievance is a claim made by an employee or employees that there has been a violation, misapplication, or misinterpretation of any specific provision(s) of this Agreement.

Aggrieved person: An "aggrieved person" is the employee or employees making this complaint.

Party in interest: A "party in interest" is the aggrieved person making the complaint, the Association, or the Employer, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

Section 2:

Purpose: The purpose of this article is to provide a method for the prompt and equitable settlements of employee grievances and disputes over the interpretation and application of this Agreement. The Employer, Association and the employees shall attempt to resolve informally or at the earliest possible stage all grievances.

Section 3:

All time limits herein shall consist of work days, except that when a grievance is submitted on or after June 1, time limits shall consist of all week days, Monday through Friday, so that matters may be resolved before the close of the school term or as soon as possible thereafter. If a grievance is not presented within the time limits specified in this Article, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limits, it shall be considered settled on the basis of the Employer representative's last answer. The time limits, however, may be extended by mutual agreement. The number of days indicated at each level should be considered a maximum and every effort should be made to expedite the process.

Section 4:

Employees covered by this Agreement shall have the right to present grievances in accordance with these procedures.

Level one grievance may be presented or processed on employee preparation time. If a representative is desired at level one, it must also be on his/her preparation time. Level two and above grievances will be presented or processed outside normal school hours unless otherwise agreed to by the Employer. An aggrieved person may be represented at any steps of the grievance procedure by himself or herself, or at his or her option, by or with a representative selected or approved by the Association.

Section 5:

Level One: An employee with a grievance shall attempt to adjust it with her or his immediate supervisor, principal or designated representative with the objective of resolving the matter within eight (8) work days of its occurrence.

Level Two: If the grievance is not settled at level one, the aggrieved employee shall file the grievance in writing, sign it, and present it within five (5) work days to his or her immediate supervisor, principal or designated representative for his or her decision.

The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement, and shall state a remedy requested. The immediate supervisor, principal, or designated representative shall make a decision on the grievance and communicate it in writing to the employee within ten (10) working days.

Level Three: In the event a grievance has not been satisfactorily settled at the second level, it shall be appealed in writing to the superintendent or his designated representative within five (5) working days. Within ten (10) working days after such written grievance is filed, the aggrieved and the superintendent or his designee will agree to meet to resolve the grievance. The superintendent or his designee shall give a written answer within ten (10) working days of the third-level meeting to the employee and his/her principal.

Level Four: If the grievance is not resolved satisfactorily at level three, there shall be available a fourth level of binding arbitration. The employee may submit, in writing, with the approval of the Association, a notice to the Superintendent or his designee within ten (10) working days from receipt of the level three answer to enter into such arbitration.

The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within ten (10) working days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within ten (10) working days, the Federal Mediation and Conciliation Service or the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators from which the parties shall select one (1) arbitrator. Within five (5) work days after receipt of said panel of arbitrators the parties will meet to select the sole arbitrator at one setting.

Such selection shall be by agreement, if possible; otherwise, each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on the parties. Expenses for the Arbitrator's services shall be borne equally by the Employer and the Association.

The Arbitrator's decision shall be in writing and will set forth his/her findings, reasoning, and conclusions on the issues submitted. The Arbitrator shall have no power to alter, add to, or detract from the specific provisions of the Agreement. No decision of the Arbitrator shall in any way be in derogation of the powers, duties and rights established in the Employer by constitutional provisions, statute, ordinance, or special legislative act.

Each party shall pay its own cost of preparation and presentation for arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case, the parties shall equally divide the cost of stenographic reporting and of the transcripts.

Said Arbitrator shall have no power over the professional salary schedule covered by this Agreement. The Arbitrator's written decision in matters over which he/she has jurisdiction will be final and binding on the parties.

If any claim or complaint is filed in any manner other than under the grievance procedure of this Agreement, the Employer shall not be required to process the same claimed set of facts through the grievance procedures.

All meetings and hearings under this procedure shall be conducted in private and not open to the public and shall include only witnesses, the parties in interest, and/or their designated or selected representatives, heretofore referred to in this Article.

Section 6:
Availability of Forms: Forms for filling a grievance shall be available at the Superintendent's office, the office of the Principal of each building, or through the building Association faculty representative. Written notice(s) and written replies dealing with the processing of a grievance(s) shall be filed in a separate grievance file in the Superintendent's office.

Article X - Leaves of Absence

Sick Leave:
The Iowa law on sick leave for public employees provides for leaves of absence with full pay for personal injury or illness which prevents the employee from being present for work. Sick leave cannot be used for deferment of treatment or medical service that would be possible other than during the school year. Minimum amount of sick leave that can be granted is one hour. At the end of the contract year, each employee will have their remaining sick leave rounded down to the nearest half day. The employer shall, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence. The Board shall grant leaves in the following minimum amounts:

First year of employment	10 days
Second year of employment	11 days
Third year of employment	15 days
All subsequent years of employment	15 days
Cumulative to	105 days

Experienced teachers new to the district will be allowed to bring up to 45 days of previously accumulated and unused sick leave into the district. Verification of remaining sick leave must be provided by the employee's former district. All accumulated sick leave is forfeited upon the termination of employment.

Bereavement Leave
Each employee shall be entitled to have five (5) days of leave per death of husband, wife, child, mother, father, spouse's mother, spouse's father. Each employee shall be granted two (2) days of leave per death or funeral of relatives consisting of brother, sister, son-in-law, daughter-in-law, grandparents, grandchild, brother-in-law, or sister-in-law. Additional days may be granted for family death at the discretion of the Superintendent and such granting or denying of additional days shall not be grievable under this agreement. In the event of the death of a person other than those mentioned above, an Employee may be granted by the Employer the time essential, up to one (1) day, of paid leave to attend the funeral. Bereavement leave shall not count against sick leave. Personal leave may be used to extend the bereavement defined above.

Family Illness Leave

Employees may be granted up to seven (7) days paid leave per year, for illness of the Employee's spouse, child, sibling, parent, parent-in-law, or grandchild. Such leave must be approved by the building principal, who may require such reasonable evidence as he/she desires confirming the medical necessity and who may determine the need for the employee to be absent from duty. Leaves for family illness shall be deducted from any accumulated sick leave. In the event of an emergency (i.e. hospitalization or extenuating circumstances beyond the employee's control) the building principal, with the approval of the superintendent, may approve up to two (2) additional days of family illness leave. Any family illness leave that is unused at the conclusion of the school year in which it is granted will not carry over to the following year.

The superintendent may approve the use of family sick leave in emergency situations for step-children. The superintendent's decision will not be subject to a grievance.

Professional Leave:

Professional Leave days, will be approved by the administration, and can be used to visit other schools, to attend seminars/workshops, or to attend professional conferences. Athletic coaches are provided one (1) professional day for each sport they coach each year. The request for leave shall be made at least ten (10) work days prior to the first day of anticipated absence.

Personal Leave:

Employees shall be allowed two (2) personal days per year to conduct essential personal business that could not be conducted outside the normal workday. Employees may carry over one unused personal day to the next school year providing for a maximum of three (3) personal days in any one school year. Except in the case of an emergency situation, application for personal leave shall be made in writing at least three (3) school days prior to the requested leave date and must be submitted to the office of the building principal. Should an emergency occur where it would not be possible to make an application for prior approval, the necessity for securing prior approval shall be waived. However, the employee shall be expected to notify the principal. All consecutive days of employee absence immediately preceding or immediately following a legal holiday, school vacation period (Christmas break and spring break), or school recess (summer break), or days during the first or last week of the school year shall not be recognized for personal leave. No more than one (1) employee in each attendance center shall be on personal leave the same day. Those who first give notice will be granted paid leave. Exceptions to the number absent may be granted.

Special Leave: (military deployment, jury duty, or long-term sabbatical)

Time away from duty may be granted upon written request to the employee's principal and dependent upon the approval of the Superintendent or his/her designee.

The written request for special leave must be made three (3) workdays in advance of the leave request. The three-day advance notice may be waived in an emergency situation. On the request, the employee shall state whether they want the leave to be considered paid or unpaid. Extended unpaid special leave may also be granted. The extended leave request will be made in writing stating the reason(s) and delivered to the Superintendent. The employee on extended leave will keep accumulated sick leave and will continue on the salary schedule placement from where the employee was at the time extended leave was taken. Each request for special leave shall be considered on its individual merits. The compensation status shall be determined by the Superintendent.

Article XI - Compensation Schedule

Basic Salary of Employees

The basic salary of regular full-time employees covered by this Agreement is set forth in Appendix I, which is attached to and incorporated in this Agreement. The basic salary of regular part-time employees shall be at a ratio proportionate to the employee's part-time condition of employment.

Schedule of Co/Extra-Curricular Pay for Extra Duties

An employee assigned extra duties beyond those connected with regular classroom duties, will be paid on the schedule of co/extra-curricular pay for additional duties as set forth in Appendix II, which is attached hereto and incorporated in this Agreement. An employee may be released from assigned extra duties at his/her request as soon as a suitable replacement, as determined by the Employer, has been employed.

Miscellaneous Pay Provisions

The salary and co/extra-curricular pay schedules contained in this Agreement shall be effective as of the first day of the employee work year. Deferred payments to employees for work performed prior to this collective bargaining will be made with reference to the salary schedule in effect when the work was performed.

Each employee shall be paid in twelve (12) equal installments. Employees shall receive payment on the 20th day of each month through direct deposit at the employee's designated bank with the following exception:

- When a pay date falls on or during a school holiday, or weekend, employees shall receive their paychecks on the closest previous workday. Spring break is excluded from this provision.

Each current employee shall maintain his/her present status as related to the salary schedule.

The employer shall have the ability to hire above schedule and/or offer incentives in response to applicant shortfalls.

The employer may withhold both vertical and horizontal increments from any employee giving unsatisfactory service as determined by the employer.

Article XII – Duration

This Agreement shall become effective on July 1, 2024 and shall remain in effect without change until midnight, June 30, 2027. This Agreement supersedes and cancels all previous agreements between the Employer and the Association or any employee(s), and constitutes the complete and final agreement between the parties, and concludes collective bargaining for its term.

ROLAND-STORY EDUCATION ASSOCIATION ROLAND-STORY COMMUNITY SCHOOL DISTRICT

 4/23/2024

President Date

 4/23/24

President Date

 4/23/2024

Chief Negotiator Date

 4/23/24

Chief Negotiator Date

Appendix I
2024-2025 Teacher Salary Schedule
(includes Teacher Salary Supplement funds)

Experience Step	Index	BA	BA+12	BA+24	MA	MA+12	MA+24
Index		1.00	1.05	1.10	1.15	1.20	1.25
Base Wage	1.00	41,751	43,839	45,926	48,014	50,101	52,189
No Experience	1.12	47,500	49,099	51,437	53,775	56,113	58,451
1 Year	1.16	48,431	50,853	53,274	55,696	58,117	60,539
2 Years	1.20	50,101	52,606	55,111	57,616	60,121	62,627
3 Years	1.24	51,771	54,360	56,948	59,537	62,125	64,714
4 Years	1.28	53,441	56,113	58,785	61,457	64,130	66,802
5 Years	1.32	55,111	57,867	60,622	63,378	66,134	68,889
6 Years	1.36	56,781	59,620	62,459	65,299	68,138	70,977
7 Years	1.40	58,451	61,374	64,297	67,219	70,142	73,064
8 Years	1.44	60,121	63,128	66,134	69,140	72,146	75,152
9 Years	1.48	61,791	64,881	67,971	71,060	74,150	77,239
10 Years	1.52		66,635	69,808	72,981	76,154	79,327
11 Years	1.56			71,645	74,901	78,158	81,414
12 Years	1.60				76,822	80,162	83,502
13 Years	1.64				78,742	82,166	85,590

2.5% added to the base wage from the previous year

This schedule includes a minimum \$47,500 salary for a beginning teacher and \$60,000 salary for a teacher with twelve (12) years of experience (per Iowa House File 2612).

Appendix I
2025-2026 Teacher Salary Schedule
(includes Teacher Salary Supplement funds)

Experience Step	Index	BA	BA+12	BA+24	MA	MA+12	MA+24
Index		1.00	1.05	1.10	1.15	1.20	1.25
Base Wage	1.00	42,690	44,825	46,959	49,094	51,228	53,363
No Experience	1.12	50,000	50,203	52,594	54,985	57,375	59,766
1 Year	1.16	50,000	51,996	54,472	56,948	59,424	61,901
2 Years	1.20	51,228	53,789	56,351	58,912	61,474	64,035
3 Years	1.24	52,936	55,582	58,229	60,876	63,523	66,170
4 Years	1.28	54,643	57,375	60,108	62,840	65,572	68,304
5 Years	1.32	56,351	59,168	61,986	64,803	67,621	70,439
6 Years	1.36	58,058	60,961	63,864	66,767	69,670	72,573
7 Years	1.40	59,766	62,754	65,743	68,731	71,719	74,708
8 Years	1.44	61,474	64,547	67,621	70,695	73,768	76,842
9 Years	1.48	63,181	66,340	69,499	72,658	75,817	78,977
10 Years	1.52		68,133	71,378	74,622	77,867	81,111
11 Years	1.56			73,256	76,586	79,916	83,246
12 Years	1.60				78,550	81,965	85,380
13 Years	1.64				80,513	84,014	87,515

2.25% added to the base wage from the previous year

This schedule includes a minimum \$50,000 salary for a beginning teacher and \$62,000 salary for a teacher with twelve (12) years of experience (per Iowa House File 2612).

Appendix I
2026-2027 Teacher Salary Schedule
(includes Teacher Salary Supplement funds)

Experience Step	Index	BA	BA+12	BA+24	MA	MA+12	MA+24
Index		1.00	1.05	1.10	1.15	1.20	1.25
Base Wage	1.00	43,544	45,721	47,898	50,076	52,253	54,430
No Experience	1.12	50,000	51,208	53,646	56,085	58,523	60,962
1 Year	1.16	50,511	53,037	55,562	58,088	60,613	63,139
2 Years	1.20	52,253	54,865	57,478	60,091	62,703	65,316
3 Years	1.24	53,995	56,694	59,394	62,094	64,793	67,493
4 Years	1.28	55,736	58,523	61,310	64,097	66,884	69,670
5 Years	1.32	57,478	60,352	63,226	66,100	68,974	71,848
6 Years	1.36	59,220	62,181	65,142	68,103	71,064	74,025
7 Years	1.40	60,962	64,010	67,058	70,106	73,154	76,202
8 Years	1.44	62,703	65,839	68,974	72,109	75,244	78,379
9 Years	1.48	64,445	67,667	70,890	74,112	77,334	80,556
10 Years	1.52		69,496	72,806	76,115	79,424	82,734
11 Years	1.56			74,722	78,118	81,514	84,911
12 Years	1.60				80,121	83,604	87,088
13 Years	1.64				82,124	85,695	89,265

2.0% added to the base wage from the previous year

This schedule includes a minimum \$50,000 salary for a beginning teacher and \$62,000 salary for a teacher with twelve (12) years of experience (per Iowa House File 2612).

Appendix II
2024-2025 Co/Extra-Curricular Salary Schedule

Experience Step	Index	BA
Index		1.00
Base Wage	1.00	38,863
No Experience	1.12	43,527
1 Year	1.16	45,081
2 Years	1.20	46,636
3 Years	1.24	48,190
4 Years	1.28	49,745
5 Years	1.32	51,299
6 Years	1.36	52,854
7 Years	1.40	54,408
8 Years	1.44	55,963
9 Years	1.48	57,517

*Appendix II excludes TSS funds and is used to calculate salaries for coaches, sponsors, directors, and nurses.

Appendix II
2025-2026 Co/Extra-Curricular Salary Schedule

Experience Step	Index	BA
Index		1.00
Base Wage	1.00	39,737
No Experience	1.12	44,505
1 Year	1.16	46,095
2 Years	1.20	47,684
3 Years	1.24	49,274
4 Years	1.28	50,863
5 Years	1.32	52,453
6 Years	1.36	54,042
7 Years	1.40	55,632
8 Years	1.44	57,221
9 Years	1.48	58,811

*Appendix II excludes TSS funds and is used to calculate salaries for coaches, sponsors, directors, and nurses.

Appendix II
2026-2027 Co/Extra-Curricular Salary Schedule

Experience Step	Index	BA
Index		1.00
Base Wage	1.00	40,532
No Experience	1.12	45,396
1 Year	1.16	47,017
2 Years	1.20	48,638
3 Years	1.24	50,260
4 Years	1.28	51,881
5 Years	1.32	53,502
6 Years	1.36	55,124
7 Years	1.40	56,745
8 Years	1.44	58,366
9 Years	1.48	59,987

*Appendix II excludes TSS funds and is used to calculate salaries for coaches, sponsors, directors, and nurses.

Appendix II

Co/Extra Curricular Pay Levels

11.00% Level

Football Head Coach H.S.
 Volleyball Head Coach H.S.
 Basketball Head Coach H.S.
 Wrestling Head Coach H.S.
 Baseball Head Coach H.S.
 Softball Head Coach H.S.
 Instrumental Music H.S. (Marching/Pep Band)
 Vocal Music H.S. (Musical/Variety Show)

9.00% Level

Cross Country Head Girls & Boys H.S.
 Track Head Boys Coach H.S.
 Track Head Girls Coach H.S.

7.00% Level

Football Assistant H.S. Coach
 Volleyball Assistant H.S. Coach
 Basketball Assistant H.S. Coach
 Wrestling Assistant H.S. Coach
 Golf Head Coach H.S. Boys
 Golf Head Coach H.S. Girls
 Softball Assistant H.S. Coach
 Baseball Assistant H.S. Coach
 Yearbook Sponsor H.S.

5.00% Level

Football Head 8th Grade
 Football Head 7th Grade
 Volleyball 9th Grade
 Basketball 9th Grade
 Basketball Head 8th Grade
 Basketball Head 7th Grade
 Wrestling Head 7th & 8th
 Baseball 9th Grade
 Baseball Head 8th Grade
 Baseball Head 7th Grade
 Softball 9th Grade
 Softball Head 8th Grade
 Softball Head 7th Grade
 School Play H.S.

4.00% Level

Assistant Athletic Director for M.S.
 Cross Country Assistant Coach H.S.
 Cross Country Head 7th & 8th Boys & Girls
 Volleyball Head 8th
 Volleyball Head 7th
 Track Assistant Coach H.S.
 Track Head 7th & 8th Boys
 Track Head 7th & 8th Girls
 Instrumental Music 7th & 8th
 Large Group Speech H.S.
 Individual Speech H.S.
 Cheerleading Coach (winter) (w/o competitions)
 Color Guard (Flags) Coach for H.S.

3.00% Level

Assistant Coach 7th or 8th Grade
 Assistant H.S. Play
 Assistant H.S. Play Set Crew
 Assistant H.S. Musical/Variety Show
 Mock Trial Coach for H.S.
 Debate H.S.

2.00% Level

Cheerleading Coach (fall) (w/o competitions)
 Junior Class Sponsor (prom)
 Assistant Large Group Speech
 FCCLA Sponsor
 FFA (Agriculture) Sponsor
 Future Business Leaders of America (FBLA) Sponsor
 SkillsUSA (Industrial Technology) Sponsor
 Esports Coach (fall season)
 Esports Coach (winter season)
 Esports Coach (spring season)
 Mock Trial Coach for M.S.

1.00% Level

National Honor Society Sponsor
 Student Council Sponsor
 Assistant Individual Speech
 Key Club Sponsor
 Choreographer for H.S. Musical
 Cheer Competition (per season)

Appendix III

TLC Memorandum of Understanding

Roland-Story Community School District and Roland-Story Community Education Association
Memorandum of Understanding Regarding Teacher Leadership and Compensation (TLC) System
Effective from July 1, 2024, through June 30, 2027.

The Roland-Story Community School District has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership Compensation System ("TLC"). The Roland-Story Community School District (the "District") and the Roland-Story Community Education Association (the "Association") have reached the following agreement regarding the listed Master Contract articles below that will be affected by implementation of the TLC System.

Except as otherwise outlined in this Memorandum of Understanding ("MOU"), all terms and conditions of the Master Contract shall continue in full force and effect. This MOU shall be in effect beginning July 1, 2024, and ending June 30, 2027, unless the parties mutually agree to modify it, including modifying it to comply with legal requirements or guidelines.

Compensation Schedule

1. There are three separate leadership roles as stated in the District's DE approved TLC application. In addition to the employee's regular teaching contract, an employee selected for a leadership role shall also be issued a supplemental contract for a one-year assignment to that role that provides for additional days and supplemental pay as set forth in the District's DE approved TLC application, which are as follows:
 - a. Lead teachers shall receive an annual \$3,000 stipend for five (5) additional days.
 - b. Instructional coaches shall receive an annual \$7,000 stipend for ten (10) additional days.
 - c. Curriculum and Professional Development leaders shall receive an annual \$12,000 stipend for twenty (20) additional days.
2. Any employee receiving a supplemental contract for a one-year assignment to a TLC role shall not receive any other supplemental and/or extended contract pay for the employee's fulfillment of his or her TLC role. This paragraph shall not apply to an employee's supplemental contract with the District for duties that are not related to the employee's fulfillment of his or her TLC role.

Other Considerations

1. **Selection and Placement:** The selection and placement of an employee into a TLC role shall be controlled by the criteria outlined in the District's DE approved TLC application.
2. **Hours of Work:** Teachers in TLC roles will work the number of hours specified in Article VIII and as necessary to perform the duties of their teaching and TLC role. The expectations of the District with regard to hours of work of teachers in TLC roles will be contained in the job description for each TLC role. The description will include expectations for parent-teacher conferences, regular duty assignments, school events and other teaching-related duties.
3. **Removal:** The removal of an employee from a TLC role shall occur by either (a) the employee and the District mutually agreeing to remove the employee from the role, (b) the employee providing written resignation that is accepted by the District or (c) the District removing the employee from the role before the end of the academic year after providing the employee with notice and a reason for the removal.
4. **Separation from Teacher Evaluation:** This MOU will establish a wall between the TLC system and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers.