

Comprehensive Contract

Between

Woodbury Central Education
Association

And

Woodbury Central
Community School District

July 1, 2024 to June 30, 2029

A. Definitions

1. The term "Board" as used in this agreement, shall mean the Board of Education of the Woodbury Central Community School District or it's 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 Woodbury Central Education Association or its duly authorized representatives or agents.

B. Separability

Should any article, section, or clause of this Agreement be declared illegal in a final decision by a court having competent jurisdiction, then such article, section, or clause shall be deleted from this Agreement to the extent it violates the law. The remaining articles, sections, and provisions shall remain in full force and effect.

1. Arrival and Dismissal Time

- a. The workday shall begin at 7:45 a.m.
- b. The workday shall end at 3:45 p.m.
- c. The building principal shall have the discretion to release an employee or employees from assigned duties during the workday.

2. Lunch Period

All certified 6-12 faculty will have a duty-free lunch break equal to the present high school lunch break.

3. Hours beyond the Workday

Professional Responsibilities: Employees may be required to work hours beyond the workday described in Part A to attend professional study committees, faculty meetings, parent-teacher conferences, in-service sessions, participate in site visit panels, advisory committee meetings, and open houses.

1) Paid Leaves – Employees shall be entitled to the following leaves of absence with full pay each school year.

- a) **Personal** – Each regular full-time employee shall be granted three (3) days of paid personal leave per year, cumulative to five (5) days, which may be used for any purpose at the discretion of the employee, subject to the following:
- i) No leave shall be permitted for the day immediately preceding or the day immediately following any other leave period, holiday, or vacation period, nor shall any leave be granted during the first or last week of the school year. As an exception to this policy, parents may be granted personal leave to support their child at a state sanctioned competition or one day to prepare for the graduation of their child.
 - ii) Personal leave may be used in half day increments
 - iii) Not more than four employees system wide may use personal leave on any one work day, leaves to be granted on a first come, first served basis.
 - iv) Leave shall be by written request to the employee's principal made at least seven days prior to the date of the intended absence. Fewer than seven days notice may be given when the teacher demonstrates, by evidence satisfactory to the Superintendent, that an emergency prevented the giving of seven days notice and that the notice actually given was as far in advance of the date of intended absence as was permitted by the emergency.
 - v) Exceptions to the above limitations may be made when an employee demonstrates, by evidence satisfactory to the Superintendent, that the leave taken or to be taken is for a purpose which prevents compliance with said provisions.
 - vi) Unused personal days will be reimbursed at a rate equal to current substitute teacher pay. This amount will be paid for each unused day and will be paid in June.

2) Association:

Up to two (2) days each for two (2) employees shall be available for representatives of the Association to attend conferences, conventions, or other activities of the local, unit, ISEA, and NEA. Notification shall be given to the Superintendent at least one week in advance, except in cases of emergency. The Association shall reimburse the District for the cost of substitutes employed as a result of Association leave.

6) Leave for Family Illness:

A leave of not more than six (6) days per contract year will be granted an employee where a member of his/her immediate family is hospitalized or is subject to medically ordered home confinement. For this, "immediate family" shall be limited to parent, child, wife, husband, brother, sister, or any member of the household of the employee. Family sick leave may be used for the birth of a grandchild. Such leave shall be deducted from the employee's sick leave.

7) Discretionary Leave

The superintendent may grant additional leaves of absence for reasons which the Superintendent considers urgent and/or necessary. No decision thereunder shall be subject to the grievance procedure. Discretionary leave may only be granted when all other leave options have been exhausted.

8) Continuing Education

- a) Each employee shall be granted up to four (4) full days (no hourly increments) of leave each school year for the purpose of continuing education leave. This leave shall be available only after the employee's personal leave has been exhausted.
- b) Leave shall be by written request to the employee's principal at least seven (7) days in advance. The superintendent has final approval of this leave. The employee shall provide the principal with complete lesson plans one day prior to the day of the leave. Lesson plans shall be acceptable with the principal and the learning process must be continued.
- c) The Employee shall reimburse the district the cost of the substitute plus FICA and IPERS if applicable for use of this leave.

9) Sick Leave Bank

- a) Individual teachers may contribute up to two (2) days of sick leave per year to the sick leave bank.
- b) Donated sick leave days will not be returned to the donor if unused. One half of the unused sick leave bank days will carry over to the following year.
- c) Donated sick leave days will only be available to the teachers who have all of the following:
 - i) Donated days to the sick leave bank for the year in which they are requested.
 - ii) Used all of their sick leave and personal leave days.

A. Salary Schedule

Base Wages for 2024-25 as follows:

Less than 12 years of teaching experience:

- BA= \$47,500
- BA+10 = \$47,900
- BA+20 = \$48,300
- BA+30 = \$48,700
- MA= \$49,100
- MA+15= \$49,500

12 years or more of teaching experience:

- BA= \$60,000
- BA+10 = \$60,400
- BA+20 = \$60,800
- BA+30 = \$61,200
- MA= \$61,600
- MA+15= \$62,000

All base wages above include any teacher salary supplement monies authorized by the state.

Other Base Wages beginning with 2024-25 school year.

Activities Director	\$7125	Asst. Boys/Girls Basketball Coach	\$2975
Head Baseball/Softball Coach	\$4000	Asst. Football Coach	\$2975
Head Boys/Girls Basketball Coach	\$4000	Asst. Track Coach	\$2325
Cross Country Coach	\$2700	Asst. Volleyball Coach	\$2325
Head Football Coach	\$4000	Asst. Wrestling Coach	\$2975
Head Boys/Girls Golf Coach	\$2700	Asst. Softball/Baseball Coach	\$2975
Head Boys/Girls Track Coach	\$3300	Asst. Golf Coach	\$2025
Head Volleyball Coach	\$3300		
Head Wrestling Coach	\$4000		
MS Activities Director	\$3025	MS Sports Coaches – all sports	\$2010
HS Cheerleading (per sport)	\$2125	MS Cheerleading (per sport)	\$485
Fall or Spring Play	\$1575	Musical Director	\$1925
Musical	\$1825	Drill Team or Flags Sponsor	\$2075
HS Instrumental Music	\$3475	MS Band	\$790
HS Vocal Music	\$2675	Student Council Sponsor	\$1050
Debate	\$1100	Archery Club & Asst.	\$1800
MS Vocal Music	\$790	Junior Class Sponsor	\$2075
National Honor Society	\$1050	Speech-Individual or Group	\$2225
Yearbook	\$2375	Summer Band	\$3063
Quiz Bowl Sponsor	\$1100	Strength/Conditioning Coach	\$7725
E-sports coach (per season)	\$1000		

July 1, 2024 to June 30, 2029

A) Duration Period

This Contract and all schedules attached hereto, shall be effective July 1, 2024 and shall continue in effect until June 30, 2029.

B) Signature Clause

In Witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents and chief negotiators on the 15th day of Oct. 2024 or as approved.

WOODBURY CENTRAL
ASSOCIATION

Denise Heiman
Denise Heiman (Jan 6, 2025 11:15 CST)

Association President

Denise Heiman

Josh Wilkerson
Josh Wilkerson (Jan 9, 2025 07:59 CST)

Chief Negotiator

Josh Wilkerson

WOODBURY CENTRAL
COMMUNITY SCHOOL BOARD
OF EDUCATION

[Signature]

Board President

Eric Nelson

Tom Luxford
Tom Luxford (Jan 6, 2025 10:47 CST)

Chief Negotiator

Tom Luxford

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