



MOUNT AYR COMMUNITY SCHOOLS

1001 East Columbus
Mount Ayr, Iowa 50854

Telephone 641-464-0500
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"A Tradition of Excellence"

Master Agreement 2026-2031

The Mount Ayr Community School District and the Mount Ayr Education Association agree language articles 1-14 will remain in effect from July 1, 2026 to June 30th, 2031 and that base wages are open to negotiation on a yearly basis.

**MOUNT AYR COMMUNITY SCHOOL DISTRICT
MASTER CONTRACT
2026-2031**

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The district will provide equal opportunity to employees and applicants for employment in accordance with applicable equal opportunity and affirmative action laws, directives, and regulations of federal, state and local governing bodies. The district does not discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age, marital status, socioeconomic status, sexual orientation, and gender identity in its employment and personnel practices. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The school district will take affirmative action in major job categories where women, men, minorities, and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees will be given notice of this policy annually.

The board will appoint an affirmative action coordinator. The affirmative action coordinator will have the responsibility for drafting the affirmative action plan. The affirmative action plan will be reviewed by the board at least every two years.

Advertisements and notices for vacancies within the district will contain the following statement: "The Mount Ayr Community School District is an EEO/AA employer." The statement will also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of

discrimination, will be directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Mount Ayr Community School District, 1001 E. Columbus St., Mount Ayr, IA 50854 or by phone at 641-464-0500.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to: Director of the Civil Right Commission, Des Moines, IA. or Director of Region VII, Office of the Civil Rights, Department of Education, Kansas City, Mo. This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center. Mount Ayr Community Schools has an Affirmative Action Plan that can be accessed by visiting the school's website.

PREAMBLE

The Mount Ayr Community School District ("District" or "Employer") and the Mount Ayr Education Association ("Association"), on behalf of the employees it represents, as defined in Article 1 herein, declare that providing the highest quality education possible for the students of the district is their mutual desire and goal. The parties have reached certain understandings regarding salaries, benefits, hours and conditions of employment, as set forth hereafter.

Article 1 – Recognition

- 1.1 The District recognizes the Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified sole and exclusive collective bargaining representative, as set forth in the Public Employment Relations Board Case No. 2329, dated December 22, 1982, for the following employees: All regular and part-time professional employees, including classroom teachers, guidance counselors, librarians, media director, nurses, athletic director Chapter 1 teachers excluding the superintendent, principals, assistant athletic director, special education coordinator, all non-professional employees and all other employees excluded by the Public Employment Relations Act.
- 1.2 Definitions
 - A. The term "employees", as used in the agreement, shall mean all professional employees described in Section 1.1 above.
 - B. The term "Board" shall mean the Board of Education of the District or its duly authorized representatives.
 - C. The term "association" shall include the Association or its duly authorized representatives.
 - D. The term "may" is permissive and vests exclusive authority for its exercise in the District.
 - E. The term "shall" is mandatory and divests the District or Association or employee of discretion.
 - F. The term "nurse" means a registered nurse.
 - G. The term "satisfactory" as used in 8.3 A of this contract shall mean "Meets or Exceeds Districts Expectations" as described on the Overall Evaluation Summary of the annual performance evaluation.
 - H. Serious illness as used in II.2 Emergency Leave shall be defined as an illness or accident requiring emergency-room medical attention, outpatient clinic treatment, hospitalization and/or a doctor's office visit.

Article 2 - Grievance Procedure

- 2.1 The purpose of this article is to provide a mutually acceptable method for the prompt and informal resolution of an alleged grievance.
- 2.2 A "grievance" is a complaint by an employee, group of employees or the Association that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement. An "aggrieved person" includes the person or persons of the Association representative filing the grievance. "Days" means normal school day, excluding weekends, holidays and vacation days.

- 2.3 An aggrieved person shall comply with the following procedures:
Level 1. The aggrieved person shall discuss the grievance with the appropriate principal within ten (10) days after the grievance arose or, if the principal is absent during such period, within three (3) additional days after his return to duty. The principal shall respond within five (5) days after such discussion.
Level 2. If the grievance is not satisfactorily resolved, the aggrieved person shall, within five (5) days of the principal's response, file a written grievance, on the form set forth in Attachment 1, with the superintendent detailing the date of the alleged violation, the provision of this Agreement involved, the specific fact on which the grievance is based, and the relief sought. The superintendent shall meet with the aggrieved person and, at the aggrieved person's option his/her Association representative, at a mutually agreeable time and place, within ten (10) days of receipt of the grievance to discuss it. The superintendent shall answer the grievance in writing within ten (10) days of such meeting.
Level 3. If the grievance is not satisfactorily resolved, it may be appealed to the school board by the Association, with the concurrence of the aggrieved person(s), by written notice to the District within thirty (30) days of receipt of the superintendent's answer. Within ten (10) days thereafter, the Association and the District shall meet to attempt to agree on using mediation to resolve the issue. A written request shall be made to the Public Employees Relation Board. If not resolved in mediation, then two parties shall submit the grievance to the school board within ten (10) days thereafter. The school board's award shall be final and binding on the parties.
- 2.4 Grievances shall not be kept in the employees' personnel files.
- 2.5 All meetings described in Section 2.3, Levels 1 and 2, shall be conducted in private.
- 2.6 The time limits set forth in Section 2.3 shall be followed by the aggrieved person(s) and the Association, or the grievance, in the absence of mutual extension, shall be barred from further processing.
- 2.7 No reprisals will be taken by the District against an employee because of his/her participation in the grievance procedure.
- 2.8 All grievances shall be investigated and processed on employees' non-working time. Level 1 grievances may be discussed at times that do not interfere with employees' assignments.

Article 3 - Association Rights

- 3.1 Use of Facilities. The Association, through its officers, may request from the superintendent or his designee the use of the employer's buildings and duplicating equipment for purposes of Association meetings and to duplicate Association communications to employees. Such buildings and equipment shall not be used when such buildings and equipment are otherwise in use. The Association shall pay the normal charges, if any, for all facilities, equipment and materials used.
- 3.2 Communications. The Association shall have the right to post notices of Association meetings, its elections and results thereof, its social or educational activities, and such other notices as may be mutually agreed upon. Such notices may be posted on such bulletin boards as are accessible to and used by employees covered by this Agreement, but not in areas open to student or the public. The Association shall have the right to use the employer's school mail system for the distribution of such communication.
- 3.3 Board Policies. The president of the Association shall be given written notice of prospective changes in Board policies Series 400 to 406, ten days in advance of the scheduled Board action to allow the Association to present an opinion and have it considered.

Article 4 - Employer Rights

The District shall have in addition to all powers, duties, and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and the right to:

1. Direct the work of its employees.
2. Hire, promote, demote, transfer, assign, and retain employees in positions within the district.
3. Suspend or discharge employees for proper cause.
4. Maintain the efficiency of its operation.
5. Relieve employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments and personnel by which the District's operation are to be conducted.

7. Take such actions as may be necessary to carry out the mission of the District.
8. Initiate, prepare, certify and administer its budget.
9. Exercise all power and duties granted to the District by law.

Article 5 - Employee Rights

Employees shall have the right to:

1. Organize, or form, join, or assist any employee organization.
2. Negotiate collectively through representatives of their own choosing.
3. Engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection insofar as any such activity is not prohibited by the Iowa Public Relations Act or any other law of the state.
4. Refuse to join or participate in the activities of employee organization, including the payment of any dues, fees or assessments or service fees of any type.

Article 6 - Deductions

The District agrees to continue its current practice regarding the payroll deduction of annuities and employees' insurance contributions.

Article 7 - Work Year and Hours

- 7.1 The work year for full-time employees shall be one hundred and ninety (190) days, including one hundred and seventy-nine (179) teaching days, seven (7) in service days and four (4) paid holidays (Labor Day, Thanksgiving, Christmas, and New Years Day). Part-time employees, working less than one hundred and ninety (190) days, shall receive in-service days, paid holidays, and sick leave to be prorated according to the time worked.
- 7.2 All employees shall be required to serve as ticket seller, concession stand worker and/or door or hall supervisors at extra-curricular activities with a minimum of one time and a maximum of two times per year. Reimbursement for the above assignments shall be free admission to Mount Ayr Community School activities for employee, spouse and children K-12.
- 7.3 The normal in-school working hours are from 7:45 a.m. to 3:45 p.m. On Fridays, employees may leave as soon as assigned students and busses have departed. On days preceding holidays and vacation period, employees shall be released ten (10) minutes after the departure of the students. Teachers may be required to work a normal day on the day preceding the start of summer vacation (the last day of classes for students).
On days when students are scheduled for early dismissal or late start due to inclement weather, the employees' work day shall be shortened by the same amount, provided the District may assign enough teachers to supervise students during the normal in-school working hours.
- 7.4 Administratively approved meetings may be required outside of regular contracted hours. Employees who attend administratively approved meetings held before 7:45 a.m. may then leave prior to 3:45 p.m. corresponding with the time of arrival. An occasional early departure following student dismissal at 3:30 may be granted by the building principal.
- 7.5 Staff members will have a paid duty-free lunch period. No regularly scheduled duties will be assigned during this time unless mutually agreed upon.
Classroom teachers at the elementary may be assigned supervision in their rooms during inclement weather when students cannot go outside for noon recess.
- 7.6 Preparation time shall be provided as follows:
Elementary - a minimum of thirty (30) minutes per day.
Secondary - a minimum of one (1) non-teaching period per day, except for teachers with junior high athletic duties.
- 7.7 Collaboration:
Teachers will be required to participate in at least 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.
Designated professional development (as long as practitioner collaboration is a substantial component of this professional development) or professional learning community time shall count toward the requirement.
Individual educator preparation time shall not count as collaboration time.

A maximum of 10 hours of additional time beyond contracted work hours (before and after school) shall be compensated by the employer at the employee's per diem wage. Compensation is contingent upon funding for collaboration from the State.

7.8 Teacher Leadership

Elementary and Secondary staff members will have a shared responsibility in supporting teacher development and student achievement through an annual appointment to a teacher leadership role. Leadership roles will be dedicated to areas of focus such as Teacher Mentorship, Building Leadership, Localized Professional Learning, Student Assistance Teams, Data Analysis, Curriculum, Culture & Climate, and other needs as developed by the Administrative Team to meet school goals. Funds to support these committees will come from the former TLC dollars that are now part of salaries for all staff members. Some specific examples would be, and others added as developed:

Secondary Leaders:

- Building Leadership Team
- Curriculum PLC Leader
- Mount Ayr Student Support Team
- Handbook Committee
- Leader in Me Lighthouse Action Leader
- Building Climate Leadership
- Mentor for beginning teachers and new to MACS teachers.
- Leader in Me Curriculum Leader

Elementary Leaders:

- Building Leadership Team
- Mentorship Team
- Climate Committee
- Student Assistance Team
- Literacy Team
- Math Team

Article 8 - Wages and Salaries

8.1 Schedule

The salary of each employee covered by the regular salary schedule is set forth in Attachment 5, attached hereto and made a part thereof.

8.2 Placement on the salary schedule

A. Adjustment to Salary Schedule

Each employee shall be placed on his/her proper step (letter designating vertical placement) of the salary schedule as determined by administration.

Any employee hired prior to the end of the first semester of any school year shall be given full credit for that year of service toward the next increment step for the following year.

B. Credit for Experience

Previous teaching experience of teachers coming to the system will be evaluated and shall be accepted by the Board when determining initial salary schedule placement. Such credit may include military teaching experience or alternative civilian teaching service required by the Selective service System. It may include teaching experience in the Peace Corps, VISTA, or the National Teachers Corps work.

C. Military Service

Leaves of absence are granted for military purposes but not to exceed the enlistment or draft period. On completion of military service, the individual is entitled to reinstatement at the same salary he would have received had he not taken such leave but subject to the following conditions: that the position was not abolished, that he makes written application for reinstatement to the Superintendent within ninety (90) days after termination of military service and that he submits a discharge other than dishonorable from the military service.

8.3 Advancement on Salary Schedule

Employees on the regular schedule, who move from one educational lane to a higher educational lane, shall move to the corresponding eligible step on the higher lane. Graduate courses used to advance an employee on the salary schedule must receive approval by the Board or its designee

that the course or courses are germane to his/her teaching assignment or leading to an advanced degree. It is required that, before an employee enrolls in a course or courses, he/she shall seek prior written approval from the superintendent that the course(s) will be approved. See Attachment 2.

For an employee to advance from one educational lane to another, he/she shall, no later than February 1 of the preceding school year, provide the superintendent with advance notice of the employee's intent to advance an educational lane (See Attachment 3) and shall file original transcripts evidencing additional educational credit with the Superintendent no later than September 1 of the school year for which advancement is sought. If no transcripts are available by September 1, the employee shall provide the superintendent an official letter from the college registrar or professor indicating completion of educational credit(s).

8.4 Method of Payment

Each employee shall be paid in twelve (12) equal installments on the 20th of each month, with the option of automatic deposit. If the pay date falls on Saturday or Sunday, checks and deposits will be ready on the last school day immediately preceding the specified pay day.

8.5 Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

8.6 Extended Year Contract Rate

Teachers' contracts will extend over a maximum time of one hundred ninety (190) days with a maximum of one hundred eighty (180) teaching days.

Certified personnel serving on an extended contract will be paid at a monthly rate of (1/9) of the contract salary or the appropriate part thereof. Those paid one (1) month or one-ninth (1/9) of the contract salary shall work twenty-one (21) days; those paid one-half (1/2) month or one-eighteenth (1/18) contract salary shall work eleven (11) days; and any contract for less than the above shall be paid at one/one hundred ninetieth (1/190) of the contract salary for the days worked (excluding summer school, driver's education and extra duties).

8.7 ICN/Distance Learning Assignments:

A. Employees assigned to teach over the ICN during the regular school day will receive additional compensation per class taught based on a sliding scale, as follows:

1 remote site-\$500/ semester

2 remote sites-\$700/ semester

3-4 remote sites-\$1000/ semester

B. A certified employee assigned as a facilitator to an ICN class or meeting outside of the regular school day shall receive an additional compensation consisting of (\$10.00) ten dollars per hour.

C. An employee who agrees to teach over the ICN or other distance learning technology before or after the regular school day will have the right to refuse the request. With district approval, the employee may select one of the following compensations:

1. Compensatory Time-Agreement on employee selected compensatory time will receive an additional scheduled preparation period during the normal school day.

(or)

2. Extended contract-Agreement on employee selected extended contract will receive additional compensation of one-eighth (1/8) of the contracted salary.

D. Teachers agreeing to teach during summer scheduled classes or during another scheduled vacation or on a weekend will be compensated at the rate specified under section 8.6 of the current contract.

E. To promote educational excellence the district and the ICN instructor shall plan and determine the class size and the number of sites that may be appropriate for the course offering.

8.8 Payment for Assigned Substitute Duties

Certified teachers that are assigned by the Principal to cover or serve as a substitute for another staff member/teacher during their preparation time shall be paid at the rate of fifteen (\$15) per hour. Elementary (Sped & Title) teachers used to substitute for general education classroom teachers will be compensated \$30 for a full day and \$15 for a half day per occurrence. Principals shall make assignments and record the number of minutes of the assignment with payment to be made to the employee at the close of each semester.

8.9 Release and Resignations

The Board may grant contract extensions or releases in the following reasons: From May 1 to June 1, release will be granted by mutual consent between the certified staff member and the School District Board of Education. After June 1, release will be contingent upon finding a suitable replacement and the payment of one thousand dollars (\$1,000). Payment of these costs shall be a condition for release from the contract. Failure of the licensed employee to meet the conditions of this contract may result in legal or equitable action being brought against the employee and may also result in a complaint being filed with the Board of Educational Examiners. All board policies pertaining to release and resignation contractual matters between the employee and employer are hereby incorporated by reference as if set out in full herein.

Article 9 - Supplemental Pay

- 9.1 The salary schedule for Extra-curricular duties is attached hereto as Attachment 4 and made a part thereof.
- 9.2 If the district is unable to fill an assignment listed in Attachment 4, it shall have the right to assign an employee to such duty. Payment shall be at the amount specified in Attachment 4, or prorated as necessary.
- 9.3 **Early Resignation Incentive**
The District will pay employees a stipend ranging from \$100-\$500 for an early resignation. The stipend will not be offered to supplemental contracts. The stipend amount will decrease as the year progresses. Resignations must be turned in to the superintendent by the last day of the month. If the last day of the month falls on a weekend, then the resignation must be turned into the superintendent prior to that weekend. Stipends will be included in their last paycheck. Early resignation stipends will be as follows; January-\$500, February- \$300, March- \$200, April- \$100. Employees taking the district "early retirement" incentive will not be eligible for the "early resignation" incentive.

Article 10 - Leaves

- 10.1 Sick Leave All employees are granted leaves of absence for personal illness or injury with full pay in the following amounts.

1 st year employment	10 days
2 nd year employment	11 days
3 rd year employment	12 days
4 th year employment	13 days
5 th year employment	14 days
6 th and subsequent years employment	15 days

The above amounts shall apply only to consecutive years of employment in the District and unused portions shall be cumulative to a total of 105 days. The District may require reasonable evidence for such leave of absence. Employees shall be given a copy of a written accounting of accumulated sick leave at the beginning of each school year.

- 10.2 **Emergency Leave**

In the case of death and/or serious illness in the employee's immediate family, up to five (5) days of absence with full pay per year shall be granted from the individual's sick leave total. Employees may use two (2) of the above five (5) days for grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law. This leave shall not be cumulative. Additional days will be granted from the individual's sick leave total, up to five (5) additional days for a total of no more than ten (10) days. Days beyond ten (10) days may be granted at the discretion of the District. One of the above days may be used for death and/or serious illness of other relative or friend. If an employee has used all personal and emergency leave days, unpaid emergency days, in the case of death and/or serious illness, may be requested. Up to 10 paid days may be granted at the district's discretion for reimbursement. If available, discretionary days will be deducted from any sick leave bank. The District may ask for documentation.

Two of the five (5) days of emergency leave may also be used by the employee, if immediate family illness arises when the employee is unable to arrange care for immediate family member(s). The immediate family shall mean father, mother, spouse, son, daughter, brother, or sister. The District will normally not grant additional days of this nature, but if extenuating

circumstances lead to discretionary days being granted, they will only be granted from the individual's annual emergency leave total and sick leave bank total.

10.3 Personal Business Leave

A. For occasional absences for which sick leave or emergency leave does not apply, an employee may be excused to attend to personal business activities. A maximum of two (2) days per year may be granted at full pay. The employee will be able to accumulate (5) days of unused leave.

B. The following conditions shall apply to personal business leave days:

1. The employee must submit a request at least two (2) days prior to the day(s) requested, except in case of emergency.
2. The employee will not be granted a leave on (a.) days immediately preceding or following scheduled holidays or school-scheduled vacation periods, (b.) on any In-service date, professional staff development day, or teacher work day, (c.) on Parent-Teacher Conference day, (d.) examination day(s), (e.) nor at a time when a teacher's absence may seriously hinder the overall operation of the school.
3. The superintendent does have the right in unusual or extraordinary circumstances to waive the above criteria.
4. Personal business leave will be granted minimally in 1/2 day increments.

10.4 Jury/Witness Leave

Employees will be excused for jury duty. Certified employees will receive their regular salary. However, any payment received for jury duty will be paid to the school district. Employees requested by the District to testify in a school-related judicial or administrative proceeding shall be provided time off with pay.

10.5 Association Leave

Up to two (2) days shall be available for an Association member to attend the I.S.E.A. Delegate Assembly. This shall be a paid leave. Notice shall be given to the employee's principal at least three (3) days in advance. The Association will pay for the cost of a substitute.

10.6 Professional Leave

Attendance at educational meetings or visiting other schools is permitted at full pay if such absence is approved by the Superintendent. If any teacher or other employee wishes to be absent from duty to attend a professional meeting or to visit schools, a written request for the approval of such absence should be signed by the principal and filed in the personnel office at least three (3) days prior to anticipated absence.

10.7 Military Leave

A leave of absence will be granted for reservist for training purposes but not for a period exceeding a total of thirty (30) days in any calendar year. Leaves for training purposes are granted without loss of pay but employees are expected to take such training during times when the schools are not in session whenever possible.

10.8 Extended Leave

A leave of absence without pay may be granted by the District to any employee.

10.9 Leave Without Pay

Leave without pay will only be granted in exceptional circumstances. Any leave without pay that is granted for vacations or other reasons not due to illness of immediate family or other reasonable workplace accommodation will result in the deduction of employee's per diem.

Article 11 - Health and Safety Provisions

11.1 Medication and Medical Functions

No Employee shall be required to dispense or administer medication or perform any other medical function except for school nurses or other properly trained employees as provided for in Iowa law.

11.2 First Aid

During the work day the Employer shall provide, in each building, properly trained personnel and equipment necessary to ensure proper first aid treatment for Employees.

11.3 Reporting Assaults

Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal and after consideration, the police may be advised.

Article 12 - Employee Evaluation Procedures

- 12.1 Each employee shall have access to his/her personnel file maintained in the District's central office.
- 12.2 Peer Review
 - A. Definition

The parties agree that peer review is a confidential process between the peer group of teachers through which peers collaborate, in and out of the classroom, with a focus on developing those skills that will enable them to enrich their professional work lives and increase student learning.
 - B. Process

Peer review is a process where two or more professional colleagues work together to increase student learning on an informal, collaborative basis that is focused on assisting each peer group member in achieving the goals of the teacher's individual professional development plan.

The first and second year of review shall be conducted by a peer group of teachers for teachers subject to annual reviews in 284.8, Code of Iowa. The process will be determined by the peer group of teachers. The parties agree to the following:

 - 1. Peer review shall be based on professional dialog
 - 2. Interactions shall be collegial not competitive
 - 3. Reviews shall be supportive
 - 4. Reviews and teacher interaction shall be confidential
 - 5. The teacher being reviewed shall have exclusive right to all documentation
 - 6. 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.
 - C. Training

A teacher shall receive adequate training prior to conducting a peer review. All teachers shall be provided release time for training.
 - D. Selection Process

The Selection of peer reviewer shall be as follow:
Teachers shall be assigned a peer reviewer or peer reviewer group; however, they may request changes due to compatibility concerns.
 - E. Release Time / Compensation

Release time shall be provided for participation in the process. In the event that employees are asked to work beyond the hours defined by the collective bargaining agreement, employees shall be paid at their per diem rate.

Article 13 - Compliance and Duration

- 13.1 Individual Contract

Any Individual contract of employment between the employer and an employee covered by this Agreement shall not be inconsistent with the terms of the Agreement, and if any such individual contract is inconsistent with the terms of this Agreement, this Agreement, during its duration, shall control.
- 13.2 Separability

If any provision of this Agreement is determined to be contrary to law, then such provision shall not be valid and subsisting, but all other provisions of this Agreement shall remain in full force and effect.
- 13.3 Printing Agreement

Copies of this Agreement shall be printed at the expense of the Board of Education within thirty (30) days after the Agreement is signed. The agreement shall be presented to all employees now employed, and hereafter employed. The Board shall provide the Association with 2 (two) additional copies.
- 13.4 Complete Agreement

ATTACHMENT 3

Notice of Intent to Advance Educational Lane

For an employee to advance from one educational lane to another, he/she shall, no later than **February 1** of the preceding school year, provide the Superintendent with advance notice of the employee's intent to advance an educational lane.

Name (please print): _____

School contract year for anticipated lane change: _____

Current Lane on Salary Schedule: _____ New Lane on Salary Schedule: _____

NOTE:

*Original transcript(s) must be in the Administration Office on or before **September 1** of the year to be affected by the advance.*

Staff Signature: _____ Date: _____

ATTACHMENT 2

Lane Change Class Pre-Approval Form

Prior approval is required, before classes begin, to use credit hours towards lane change on salary schedule.

Name (please print): _____

Date Course Starts: _____

College University: _____

Course Name: _____

Course Number: _____

Course Description: _____

Graduate Credit Hours: _____

Current Lane on Salary Schedule: _____ New Lane on Salary Schedule: _____

School contract year projected for lane change to be completed: _____

NOTES:

*For an employee to advance from one educational lane to another, he/she shall, no later than **February 1** of the preceding school year, provide the Superintendent with advance notice of the employee's intent to advance an educational lane.*

*Original transcript(s) must be in the Administration Office on or before **September 1** of the year to be affected by the advance.*

Staff Signature: _____ Date: _____

Approved: Yes _____ No _____

Date: _____

Superintendent's Signature

ATTACHMENT 1

Grievance Report

_____ School District

_____ Date Filed

_____ 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 or policy violated _____
- C. Statement of Grievance* _____
- D. Relief Sought* _____

Signature _____

Date _____

E. Disposition by Principal or Immediate Supervisor* _____

Signature of Principal
or immediate Supervisor _____

Date _____

Level III

A. _____

Signature of Aggrieved Person _____ Date received by Superintendent _____

B. Disposition by Superintendent or Designee _____

Signature of Superintendent or Designee _____

Date _____

Level IV

A. _____

Signature of Aggrieved Person _____ Signature of Assoc. President _____

B. _____

Date submitted to the school board _____ Date received by school board _____

C. Disposition and Award or Arbitrator _____

Signature of School Board President _____

Date of Decision _____

*If additional space is needed, attach additional sheets.

NOTE: All provisions of Article 4 of the Agreement, dated _____, _____, shall be strictly observed in settlement grievances.

This Agreement constitutes the entire agreement between the parties hereto and any modifications of this Agreement shall be in writing and duly executed by both parties hereto. Such modifications may be made at any time by mutual agreement. In the absence of such agreement, neither party hereto shall have any duty or obligation to bargain with respect to any changes, modification or additions to the Agreement during its life.

13.5 Duration

This contract shall be effective for the period beginning July 1, 2025 to and including June 30, 2028, with base wages open for negotiations on a yearly basis.

13.6 Signature Clause

In Witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective negotiators, and their signatures placed thereon, all on the 13th day of April 2026.

Association

By *W. S. Elliott*
It's President

By _____
It's Chief Negotiator

Board of Education

By *Patricia V. West*
It's President

By _____
It's Board Negotiator

ATTACHMENT 5 Salary Schedules

		2026-2027			
		BA	BA+15	MA	MA+15
A		\$51,100.	\$52,750.	\$54,400.	\$56,050.
B		\$52,100.	\$53,750.	\$55,400.	\$57,050.
C		\$53,100.	\$54,750.	\$56,400.	\$58,050.
D		\$54,100.	\$55,750.	\$57,400.	\$59,050.
E		\$55,100.	\$56,750.	\$58,400.	\$60,050.
F		\$56,100.	\$57,750.	\$59,400.	\$61,050.
G		\$57,100.	\$58,750.	\$60,400.	\$62,050.
H		\$58,100.	\$59,750.	\$61,400.	\$63,050.
I		\$59,100.	\$60,750.	\$62,400.	\$64,050.
J		\$60,100.	\$61,750.	\$63,400.	\$65,050.
K		\$61,100.	\$62,750.	\$64,400.	\$66,050.
L		\$62,100.	\$63,750.	\$65,400.	\$67,050.
M		\$63,100.	\$64,750.	\$66,400.	\$68,050.
N				\$67,400.	\$69,050.
O				\$68,400.	\$70,050.
P				\$69,400.	\$71,050.
25+ years		5000			

*The School District reserves the right to offer a one-time sign-on bonus to new hires.

*Teachers will receive a \$5000 salary increase after 25 years of full-time teaching experience in the school district.

*Nurse's base salary shall be computed at 95% of the corresponding step of the BA lane.

It is the policy of the Mount Ayr Community not to discriminate on the basis of gender, race, national origin, creed, age, marital status or disability in its educational programs, activities or employment policies as required by Title VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Educational Amendments and Section 504 of the Federal Rehabilitation Act of 1973.

Inquiries regarding compliance with Title IX, Title VI or Section 504 may be directed to Jason Shaffer, Mount Ayr Community Schools, 1001 E. Columbus, Mount Ayr, IA. 50854/ Telephone 641-464-0515. or to Director of the Civil Right Commission, Des Moines, IA. or Director of Region VII, Office of the Civil Rights, Department of Education, Kansas City, Mo.

ATTACHMENT 4

Supplemental Salary Schedule

All Supplemental steps will increase to a maximum of 10 steps with an annual increase of 1 step per contract year. Increments will be 5% of the activity position's base salary. New employees shall receive full credit for all previous experience for the sport or activity in which they are placed up to a maximum of 10 years. Credit will be given for years of experience as a Jr. High coach toward the position of assistant and assistant varsity toward head coach up to 10 years.

ATHLETICS	Activity Position BASE
ACTIVITIES DIRECTOR	\$12,671
<u>HIGH SCHOOL – HEAD</u>	
FOOTBALL	\$3,620
BASKETBALL	\$3,620
WRESTLING	\$3,620
BASEBALL	\$3,620
SOFTBALL	\$3,620
TRACK	\$3,620
VOLLEYBALL	\$3,620
BOYS GOLF	\$3,620
GIRLS GOLF	\$3,620
BOWLING (BOYS & GIRLS)	\$3,620
BOYS CROSS COUNTRY (7-12)	\$3,620
GIRLS CROSS COUNTRY (7-12)	\$3,620
STRENGTH & COND. COORD.	\$3,620
<u>HIGH SCHOOL - ASSISTANTS</u>	
ASST. STRENGTH & COND. CORD.	\$2,896
FOOTBALL	\$2,534
BASKETBALL	\$2,534
WRESTLING	\$2,534
BASEBALL	\$2,534
SOFTBALL	\$2,534
TRACK	\$2,534
VOLLEYBALL	
<u>JUNIOR HIGH</u>	
FOOTBALL	\$2,172
BOYS BASKETBALL	\$2,172
GIRLS BASKETBALL	\$2,172
TRACK	\$2,172
WRESTLING (BOYS & GIRLS)	\$2,172
VOLLEYBALL	\$2,172
SOFTBALL	\$2,172
BASEBALL	\$2,172
<u>ACTIVITIES</u>	
BAND (5-12)	\$3,620
FFA SPONSOR	\$2,896
FLAG SPONSOR	\$1,267
DRAMATICS	\$2,353
ASST. DRAMA	\$1,810
VOCAL (K-12)	\$1,810
HEAD DRILL TEAM	\$3,439
FB, Wrestling, BB CHEERLEADING (9-12)	\$1,448
CONTEST SPEECH	\$905
H. S. ANNUAL SPONSOR	\$996
SCHOOL PAPER	\$996
GIRL'S CHAPERONE (9-12)	\$453
MS CHEERLEADER (7-8)	\$1,086
GIRL'S CHAPERONE (7-8)	\$362
PROM SPONSOR	\$1,448
CTE SPONSOR	\$905
E-SPORTS	\$1,086
SPECIAL OLYMPICS	\$1,086