

MASTER CONTRACT AGREEMENT

between

**CAL
EDUCATION ASSOCIATION**

and the

**CAL
COMMUNITY SCHOOL DISTRICT**

for the

2026-2027 & 2027-2028

School Years

Nondiscrimination Policy Statement:

It is the policy of the CAL Community School District not to discriminate in its programs, activities, or employment on the basis of race, color, national origin, sex, disability, religion, creed, sexual orientation, age (for employment), and actual or potential family, parental or marital status (for programs). If you have a question or complaint related to this policy, or for information about the district's grievance procedures, please contact: Civil Rights Coordinator: Jen Koenen, Director of Academic Services, CAL CSD 1441 Gull Ave, Latimer, IA 50452, 641-579-6085, koenenj@cal.k12.ia.us

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PREAMBLE

The Board of Directors of the CAL Community School District (Board) and the CAL Education Association (CALEA) realize and strongly believe that providing a quality education for the students of the CAL Community School District is their mutual desire and one factor quality education depends upon is the quality and mental well-being of the teaching staff. It shall be the mutual goal of the Board and CALEA to improve conditions for the benefit of the teachers as required under the express articles of this contract.

The Board and CALEA agree as follows:

Article I. RECOGNITION

Section I.01 The Board recognizes CALEA, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole representative of all full-time and regular part-time contracted certificated personnel employed or to be employed by the Board, but excluding the Superintendent of School, building Principals, and other employees excluded by Section 4 of the Public Employment Relations Act of 1975 (Senate File 531).

Article II. SCOPE AND TIME PERIOD OF AGREEMENT

Section II.01 The parties mutually agree that the terms and conditions set forth in the Agreement represents the full and complete understanding between the parties.

Section II.02 This contract shall become effective the 1st day of July 2026 and shall continue in force and effect until the 30th day of June 2028. During the term of this agreement wages will be reopened for negotiations in 2027-2028, and either party may open any other articles it wishes for negotiation in each subsequent year.

Section II.03 Whenever any notice is required to be given either of the parties to this Agreement, either party shall do so in writing to the following individuals:

If to the CALEA, to CAL Education Association, President, 1441 Gull Ave,
Latimer, Iowa 50452

If to the Board, Superintendent of Schools, CAL Community Schools, 1441 Gull
Ave, Latimer, Iowa 50452

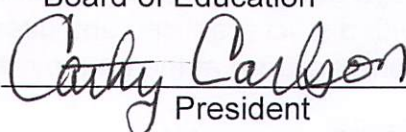
In Witness thereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on this 19th day of May, 2026.

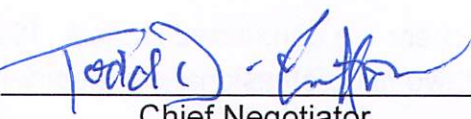
CAL Education Association

By 
President

By _____
Chief Negotiator

CAL Community Schools
Board of Education

By 
President

By 
Chief Negotiator

Article III. GENERAL RIGHTS OF EMPLOYEES AND THE CAL EDUCATION ASSOCIATION

Section III.01 All mandatory subjects of bargaining, as defined by Section 20.0 of the Code of Iowa (1981), not covered by the terms of the Agreement shall be maintained at no less than the standards in effect at the time this Agreement is signed unless negotiated with CALEA.

Article IV. WORKDAY

Workday procedures are used to ensure that students will begin and end their day at a consistent time. Parents rely on consistent school day procedures when preparing their family schedules.

Section IV.01 Hours of Work

- (a) The workday for employees will begin at a time established by the superintendent or his/her designee. Teachers' hours work will consist of eight hours. "Day" is defined as one workday regardless of full-time or part-time status of an employee. Meetings may be called before or after school when situations are warranted.
- (b) There shall be a duty-free lunch period of 20 minutes during the workday. A temporary adjustment may be necessary in an emergency situation caused by unforeseen circumstances.
- (c) When school is dismissed early preceding holidays, due to inclement weather, or other emergency situations teachers may leave after the buses have left the grounds.
- (d) On days of inclement weather resulting in a late start of the school day, teachers need not report until their designated arrival time prior to a normal school day.
- (e) At the beginning of the school year, new staff will be required to report one (1) days earlier than returning staff. The purpose of this will be to become familiar with district practices and direction. This will be part of their contract and will be compensated at the employee's per diem rate.

Section IV.02 Days of Work

Teachers are contracted to work 192 days. These 192 days include five paid holidays and two full professional development days paid using PD funds.

Article V. WAGES

Section V.01 Schedule

- (a) The district shall combine payments to teachers under 279 contracts sections 257.10 with regular wages to create a combined salary. With the teacher salary supplement allocations the Board agrees to provide a salary with a beginning figure of \$50,000.00 for the 2026-2027 school year.
- (b) A reduction in the teacher salary supplement per pupil amount shall also be subject to the scope of negotiations specified in section 20.9.

Section V.02 Placement of Salary

- (a) Adjustment to Salary - Each employee shall be assigned his/her proper step of the salary as of the effective date of this Agreement.
- (b) Credit for Experience - Credit may be given for previous outside teaching experience in a duly accredited school upon initial employment. Consideration will be given for additional experience, if warranted.

Section V.03 Advanced Educational Placement

- (a) Teachers who qualify for advanced educational placement by obtaining additional training must present proof of such qualifications to the Superintendent no later than September 10 of the current school year in order to be paid accordingly.
- (b) In order to qualify for BA+10, BA+ 20,-BA+30 or BA+40, hours must be accumulated after receiving the BA degree.
- (c) In order to qualify for MA+12 or MA+24, or MA+36, hours must be accumulated after receiving the MA degree.
- (d) In order to qualify for advanced placement on the salary schedule, the teacher must take graduate courses in the field he/she is teaching, administration, counseling, effective teaching or other fields deemed beneficial to the district if approved by the superintendent.

Section V.04 Extra-Duty Pay

- (a) The employer will assign ticket takers, ticket sellers, scorers, timers and bus chaperones for extra-curricular activities. Teachers will be assigned and work one (1) event each. On the second and subsequent duty each teacher will be paid \$20.00 for each assignment. Working field events at track meets constitutes a one-half duty.

- (b) Any employee required by administration to cover a class or duty during their normally scheduled preparation/planning time will be compensated at \$37.00 an hour. Every effort will be used to avoid asking employees to cover a class or duty at the same time as their normally scheduled class. However, a temporary adjustment may be necessary in unforeseen circumstances.

Section V.05 Pay Period

- (a) Each teacher shall be paid in twelve (12) equal installments on the 10th day of each month. First year teachers may request 50% of the September salary after the completion of the second week of classes.
- (b) When a pay date falls on or during a school holiday, vacation, or weekend, teachers shall receive their paycheck on the last previous working day.
- (c) New employees will not receive their first paycheck until the central office is in receipt of initial pre-employment physical, all official transcripts and the proper teaching certifications. New employees will be required to receive their paycheck by direct deposit.

Section V.06 Extra-Curricular Pay

- (a) Approved Activities - The Board and CALEA agree that the extra-curricular activities listed in Schedule D are official school-sponsored activities covered by school insurance and workman's compensation.
- (b) Rates of Pay - Teacher participation in approved activities shall be compensated according to the rate of pay and years of experience in Schedule D, which is in the Appendix and made a part of this Agreement. New Coaches will be given credit for previous coaching experience (at any level) only in the sport they are hired to coach, not other sports.

Article VI. PROFESSIONAL IMPROVEMENT

Section VI.01 In-Service Education

CALEA shall have the right to have three members on the Coordination Team. CALEA Executive Board must approve persons so designated. The Coordination Team shall be responsible for making recommendations to the Superintendent for all in-service programs and to help provide clarity and fidelity to the evaluation process. The Superintendent shall have the final authority on all in-service programs and evaluation processes.

Article VII. LEAVES OF ABSENCE

Section VII.01 Medical Leave

Personnel employed shall be granted leave of absence for medical appointments, personal illness, or injury with full pay. Medical leave shall begin on the first paid school day of the school year. Rate of sick leave and unused portions of sick leave shall be cumulative as follows:

Employment	Allowed Each Year	Maximum Cumulative
192.0-202.0 days	15 days	105 + 15 = 120

- (a) Maternity Leave - The Board and CALEA agree that disabilities caused by or contributed to by pregnancy shall be considered the same as personal illness or injury under any temporary disability insurance or medical leave plan available in connection with employment in the School District. Therefore, it is agreed that an employee who is temporarily disabled for pregnancy-related reasons shall be considered to be on medical leave and such leave may be charged to the employee's accumulated earned medical leave. The standard leave will be eight weeks from the date of birth of the child. A doctor's excuse will be required for additional days. Additional days without pay may be taken under the Family Medical and Emergency Leave Act.
- (b) Illness of an Immediate Family Member - An employee may use a maximum of fourteen (14) days each year for the hospitalization of, or for the purpose of caring for a sick or injured member of the employee's immediate family. These days will be deducted from the employee's allotted medical leave days. Immediate family will be defined as spouse, child(ren), step-children, or parent(s) of the employee.
- (c) Five days of illness of an immediate family member may be used for paternity leave.

Section VII.02 Paid Leave

- (a) Funeral
 - (i) Up to five (5) days of leave with full payment shall be granted at any one time in the event of death of an employee's husband, wife, son, daughter, mother, father, brother, sister, or primary caretaker.
 - (ii) Up to three (3) days of leave with full pay shall be granted in the event of death of an employee's grandchild, grandmother, grandfather, aunt, uncle, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law and father-in-law.

- (iii) Up to one (1) day per school year of leave with full pay shall be granted in the event of the death of a relative not covered above or of a friend.
- (iv) In addition, in the event of death of an employee or student of the CAL Community School District, released time shall be granted by the building principal to an appropriate number of employees to attend the funeral. The administration may grant additional funeral leave with pay to employees who have exhausted their funeral leave under this provision, and denial of additional funeral leave shall not be subject to the grievance procedure.

(b) Personal Leave

- (i) Commencing with the beginning of the school year, each employee covered by the terms of this Agreement shall be allowed two (2) working days per year to be used as personal leave of absence. The employee may be allowed to accumulate up to no more than five (5) personal leave days. Personal leave may be prorated if an employee is hired during the school year. Unused personal days over one day shall be compensated at the substitute rate of pay.
- (ii) The employee shall notify the principal at least five (5) days in advance unless in the case of an emergency. No more than five (5) employees may use personal leave on any given day unless sufficient substitutes are available or at the discretion of the building principal. Personal leave may not be used during the first five (5) days of school or the last five (5) days of the school year unless in the case of extenuating circumstances. The right of privacy of each request shall be upheld and maintained.
- (iii) An employee may donate one (1) personal day to a staff member in an emergency situation at the discretion of the Superintendent.

(c) Professional Leave

- (i) All employees covered under this contract shall have the opportunity to apply for professional leave of absence. Attendance at educational and professional meetings will be permitted with full pay if recommended by the principal and approved by the Superintendent. A written request for said leave must be submitted at least five (5) days prior to the anticipated absence.

(d) Good Cause

- (i) The superintendent may grant other temporary leaves of absence with pay for extenuating circumstances only if all other pertinent leaves, including personal leave, have been used. There will be a one (1) day dock period before any good cause leave would take effect. Good Cause is defined as a life threatening situation involving the employee's spouse or children. The decision shall be solely and exclusively the superintendent's.

Section VII.03 Good Cause (Leaves Without Pay)

- (a) Other extended leaves of absence without pay may be granted by the building principal for good reason. The decision shall be solely and exclusively the building principal's.

Section VII.04 Compassion Bank

- (a) Leave of absence for extenuating circumstances.
 - (i) Employees (certified and support staff) wishing to donate up to 3 days accumulated medical leave days to the bank will notify administration by September 15th of their intention to donate days and how many days they wish to donate.
 - (ii) Donated medical leave days will be available to employees who have exhausted all paid leave including sick and personal days.
 - (iii) 60 days of the bank will be allowed to carry over to the next year if not completely used.
 - (iv) By September 30th of each year, the district will provide the staff with verification of the bank's total number of days for the current year based on days carried over and new donations.
 - (v) A committee of 3 representatives, including one administration, one teacher, and one representative of the support staff will discuss the request and make a decision to approve or deny. If there are no days remaining in the bank, members may be asked to donate additional days to help fulfill any needs for the remainder of the year.

Article VIII. Personnel File Review

- (a) Each employee shall have the right at any time to review the contents of his or her personnel file except for any closed letters or recommendations received from the employee's accrediting institutions. The representative of the CALEA, at the employee's request, may accompany the employee in such review.
- (b) The Board or its administrative representative, including building principals, shall not establish any separate personnel files, which is not available for the employee's inspection.
- (c) Any complaints directed toward an employee which are placed in his/her personnel file are to be promptly called to the teacher's attention in writing within fifteen (15) working days.
- (d) The employee shall have the right to respond to all materials contained in said file and to any materials to be placed in said file in the future. Such employee responses shall become a part of said file.
- (e) The employee shall have the right to reproduce any of the contents of his/her file.

Article IX. PHYSICALS

Section IX.01 New employees shall provide evidence of physical fitness. Such evidence shall be limited to a statement from a licensed physician of the employee's choice attesting to the employee's physical fitness. Such evidence shall be filed with the Superintendent within ten (10) working days of the beginning of the school year. New employees will not receive their September paycheck until the physical form is completed and returned to the Superintendent's office.

Article X. GRIEVANCE PROCEDURE

Section X.01 A grievance shall be a claim by an employee that there has been an alleged violation, misinterpretation, or misapplication of any provisions of this Agreement or established practices concerning mandatory subjects of bargaining under Section 9, Iowa Public Employment Relations Act.

- (a) All grievances must be presented within twenty (20) working days of the date of occurrence of the event, which caused the grievance. The failure of an employee or CALEA to act on any grievance within the prescribed time limits will act as a bar to any further appeal. Time limits may be extended by mutual agreement.
- (b) An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The failure of an employee or CALEA to act on any grievance within the prescribed time limits will act as a bar to any further appeal.
- (c) If a grievance is filed so late in the school year that there is not time for it to be processed by the end of that school year, and if irreparable harm to one of the parties should result if the grievance should be left unresolved until the beginning of the following school year, the time limits set forth in this Agreement shall be reduced so that the grievance procedure may be completed prior to the end of the school year or within a maximum of thirty (30) days thereafter.
- (d) CALEA grievances shall commence at the Third Step of these procedures.

Section X.02 First Step:

- (a) An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her principal. By request of the grievant an CALEA representative may participate in this discussion. Any formal adjustment of a complaint between an employee and his/her principal shall not be inconsistent with any provisions of this Agreement.

Section X.03 Second Step:

- (a) If a grievance is not resolved informally, the aggrieved employee shall file the grievance in writing with the building principal within twenty (20) working days after the informal conference with the building principal. The written grievance shall state the nature of the grievance, shall specify the specific clause or clauses of the Agreement which have been violated, misinterpreted, or misapplied; and shall state the remedy requested and failure to comply with this section shall result in dismissal of the grievance.
- (b) Within ten (10) working days after the grievance has been filed with the principal, the aggrieved employee, the representative of the aggrieved, if desired, and the principal shall meet to discuss and attempt to resolve the alleged grievance. The principal shall communicate in writing his decision to the aggrieved employee, the representative of the aggrieved, and the Superintendent within ten (10) working days following the meeting.

Section X.04 Third Step:

- (a) If the grievance has not been satisfactorily resolved at the second step, the aggrieved may file an appeal to the principal's answer to the Superintendent within ten (10) days of the same written decision. Within ten (10) working days after the written grievance is filed the aggrieved, the representative of the aggrieved, if desired, and the Superintendent shall meet in an attempt to resolve the grievance. The Superintendent shall file an answer within ten (10) working days of the second step grievance meeting and communicate it in writing to the employee, the principal and the representative of the employee. CALEA grievances shall be initially filed by the CALEA in this step. Any disciplinary action grievance shall be filed in writing at the third step within ten (10) working days from the date that formal disciplinary action was taken.

Section X.05 Fourth Step:

- (a) If the grievance is not resolved satisfactorily at the third step, the aggrieved may file an appeal to the Board. The CALEA may submit, in writing, a request on behalf of the CALEA and the grieving teacher to the Board Secretary within thirty (30) days from receipt of the third step answer. A hearing will be scheduled with the Board at the next or subsequent regular board meeting. During this hearing, the Superintendent and the teacher/CALEA will have an opportunity to present responses and answer questions. The final decision of the Board will be binding on the parties.

Section X.06 All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this Article.

Section X.07 The number of days indicated at each level for processing the grievance shall be considered as a maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual agreement.

Section X.08 A formal grievance shall be available from each CALEA building representative. This form shall be signed by the grievant and CALEA representative.

Section X.09 All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

Article XI. Recognition of Tenure

The board values employees' years of service to the students of the CAL community school district. Each year the board will recognize employees' years of service during an end of year program.