

**2026-2028 MASTER CONTRACT**  
**BETWEEN**  
**SIDNEY COMMUNITY SCHOOL DISTRICT**  
**AND**  
**SIDNEY EDUCATION ASSOCIATION**



**2026-2028 MASTER CONTRACT BETWEEN  
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**ARTICLE 1 PREAMBLE**

WHEREAS, the Board of Directors of Community School District of Sidney, hereinafter referred to as the "Board", and the Sidney Education Association, hereinafter referred to as the "Association", recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district and that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the District, the parents of students and community at large; and

WHEREAS, the Board and the Association have agreed to negotiate in good faith and have reached certain understandings and agreements which they desire to confirm in this written statement.

IT IS AGREED AS FOLLOWS:

**ARTICLE 2 RECOGNITION**

**A. UNIT.**

The Board hereby recognizes the Sidney Education Association as the sole and exclusive Bargaining Agent for the full time regularly employed certified personnel described in PERB Certification Instrument (Case 166), issued by PERB on the 24<sup>th</sup> day of September, 1975, to-wit: Class room teachers under contract, guidance counselor, certified librarians under contract, special education teachers, and remedial reading teachers. Excluded from the Unit are: the superintendent, assistant superintendent, superintendent in charge of curriculum, assistant to the superintendent, director of business services, principals, department chairmen, assistant principals, reading and learning disability coordinators, coordinators, superintendent of buildings and grounds, and all other administrative supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate or process grievances of other employees or having the responsibility for making recommendations thereon.

**B. DEFINITIONS.**

1. The term "Board", as used in this Agreement, shall mean the Board of Education of the Community School District of Sidney or its duly authorized representatives.

2. The term "Employee", as used in the Agreement, shall mean all professional employees represented by the 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 the Sidney Education Association or its duly authorized representatives or agents.

### **ARTICLE 3 NO STRIKE - NO LOCKOUT**

A. During the term of this Agreement and any extension thereof:

(1) The Board shall not lockout its employees, and

(2) No employee covered by this Agreement nor the Association, nor any person acting on behalf of the Association, shall ever or at any time engage in, authorize, or instigate any picketing, any recommendation of any picket line at the school district's premises, any strike, slowdown, or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the school district.

B. In the event of any violation or violations of any provisions of paragraph A(2) of this Article by the Association, its members representatives, or by any employee:

(1) Any violating employee shall be subject to discipline or discharge as determined appropriate in the sole and unilateral discretion of the board.

(2) The Association shall, upon notice from the Board, immediately direct such employees, both orally and in writing, to resume normal operations immediately and make every other reasonable effort to end any violation (s).

### **ARTICLE 4 MANAGEMENT RIGHTS**

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the school district and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate the specific provisions of this Agreement.

### **ARTICLE 5 ASSOCIATION RIGHTS**

#### **A. USE OF FACILITIES.**

The Association shall have the right to hold meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Such meetings will be scheduled with the district office. The Association may use school equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio visual equipment when such equipment is not otherwise in use. The Association may use a reasonable amount of school paper for Association purposes without charge.

#### **B. COMMUNICATIONS.**

1. The Association shall have the right to use faculty mail boxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating business on behalf of the negotiating unit.

2. The Association shall be provided with bulletin board space in each school.

#### **C. ACCESS TO INFORMATION.**

The Association shall furnish all regularly prepared information concerning the financial condition of the school including annual financial reports and adopted budgets. In addition, the Board and the administration will grant reasonable requests for other readily available and pertinent information which may be relevant to negotiations. Nothing herein shall require the administrative staff to research and assemble information.

## **ARTICLE 6 EVALUATION AND STAFFING**

### **A. Evaluation Procedures**

We will follow the state recommended guidelines. (Administration has the state guidelines)

### **B. Procedure for Staff Reduction**

Decisions with respect to staff reduction and the areas of the educational program in which the reduction will be affected shall be made by the Board by April 30 of each year. When, in the sole exclusive and final judgment of the Board of Education, staff reduction is necessary due to decline in enrollment, reduction of program, or any other reason, the Board shall first attempt to accomplish the same by attrition (resignation, death, retirement). In the event such reduction cannot be adequately accomplished by attrition, the Board shall determine which employee(s) is to be terminated according to the needs of the district. Those needs shall include, but not be limited to, nor establish the order or priority of the following factors: employees evaluation, teaching experience in the district, breadth of certification, endorsements, depth of education preparation, and involvement of the teacher in co-curricular activities.

Classifications for staff reduction shall be Prek-6 elem. Classroom teachers, 7-12 within curricular areas (such as social studies, math, and science); K-12 in the areas of music, art, counselors, and physical education; and special programs (title I, Special Education). The Board of Education decisions as to where staff reduction shall take place will be final.

### **C. Transfer Procedure**

#### **Section 1: Voluntary Transfers**

Any teacher possessing the necessary qualifications may apply for a voluntary transfer to another teacher position. All applications shall be in writing and shall name the transfer for which the applicant wishes consideration. The granting of such a transfer will be based upon the needs of the school district as determined by the administration.

#### **D. Posting of Opportunities to Transfer**

1. When school is in session, a notice of an opening creating an opportunity to transfer to another teaching position shall be posted in the office, faculty room, and emailed to staff for ten (10) school days before the final date when the application must be submitted. Employees who desire to apply for the transfer shall submit their applications in writing to the Superintendent, or his designee, within ten (10) school days from the posting. The granting of a transfer will be based upon the need of the school as determined by the administration. When a transfer is filled all applicants shall be given written notification within a reasonable time thereafter.

2. If an employee is transferred then the employee shall be ineligible to submit an application for any other transfer to a teaching for a period of one (1) year from the date of transfer.

#### **D: Involuntary Transfers**

Involuntary transfers shall be made upon the need of the school district as determined by and within the sole discretion of the administration. All such transfers shall be made known to the employee involved in the transfer and shall be reported to the Board of Directors.

### **E. Notification of Employee Assignment**

Insofar as practicable, continuing employees shall be notified of teaching and/or counseling assignments for the following school year on or before August 1. The Board, however, reserves the right to make subsequent changes in such assignments after that date as it may deem necessary, provided affected employees are notified.

## **ARTICLE 7 STAFF ABSENCE AND LEAVE**

### **A. Sick Leave**

Sick leave shall have reference to the medically indicated period during which an employee is either precluded by

reason of illness, injury, disability or non-elective surgery, and/or medical treatment from performing his or her school duties, for maternity leave, for paternity leave or for doctor or dental appointments, or (b) the period during which a member of the employee's immediate family as hereinafter defined needs care or necessary attention due to illness, injury, disability, or non-elective surgery and for which period or periods the employee is entitled to be paid.

#### B. Paternity Leave

Maternity leave shall have reference to the medically indicated period of authorized absence from school duties of an employee. Each non-childbearing married employee shall be entitled to five (5) days of paternity leave each school year without loss of compensation within 5 days of the birth of the child. Such days shall be deducted from the employee's sick leave. Any deviation from the contract shall be approved by the Superintendent.

#### C. Maternity Leave

An employee after the fifth month of pregnancy shall, upon application to the Board accompanied by certification of her physician that she should not be working, be entitled to a maternity leave of absence for the duration of her pregnancy and the normal postnatal recovery period and to sick leave benefits here-in-above provided for the period medically indicated to the extent of such employee's accumulated benefits. With respect to maternity leaves:

- a) The employee shall notify the superintendent of her condition before the fifth month of pregnancy, the expected date of child birth, and whether or not and the approximate time when she wishes to commence leave.
- b) Unless her health and work efficiency are affected or she is physically incapable of performing her duties of employment, the employee may continue working until there is medical evidence that the same is not to the best interests of the employee and/or school.
- c) The employee shall provide statements from her physician that she is capable of continuing performance during pregnancy and to what date, and the employee shall report changes of her condition as they affect her performance.
- d) Should the Board not accept the statements of the employee or of her physicians as to her condition and capability with respect to continued performance of her duties, it shall have the right to secure an independent medical examination of the employee at any time for the purpose of ascertaining whether or not she is physically and emotionally capable of working. Differences of opinion on these matters between the employee's physician and the Board's physician shall be resolved by a medical examination by a third physician, selected by the employee and Board, or in the event they cannot agree, by the two physicians, whose opinion shall be controlling as of that time.
- e) Sick leave benefits shall be payable to the employee only for the period medically indicated by certification of her physician. The test shall be whether or not continued work will be detrimental to the health of the employee and/or unborn child.
- f) The employee shall return to work only upon certification of her physician that she is able to resume work but in no event later than six (6) calendar weeks following child birth, subject, however, to the provisions of Paragraph A(6) of the Article.

#### D. Leave Days Per Year

Employees are granted leave of absence for personal illness or injury for full pay in the following amounts:

First year of employment - 10 days

Second year of employment - 11 days

Third year of employment - 12 days

Fourth year of employment - 13 days

Fifth year of employment - 14 days

Sixth and all subsequent years of employment - 15 days

The above amounts shall apply to consecutive years of employment in the District. A maximum of 110 sick days may be carried forward into the subsequent school year providing a minimum of 125 sick days usable in the school year. At its discretion, the administration may require such reasonable evidence as it may desire confirming the necessity for such leave of absence. Part-time employees will accrue sick leave on a prorated basis. Upon notification from the employee, the administration shall arrange for and provide a substitute for employees utilizing any portion of their accumulated sick leave. When employees have used more sick days than they have accumulated, they shall have those days deducted from their salary, at the rate of 1/158 of their salary even if a substitute was not hired.

#### E. Sick Leave Bank

Any certified staff member wishing to donate to the sick bank will fill out the requisite paperwork decided by the SBO/Administration in order to notify the SBO of their sick-time donation.

#### F. Sick Bank Utilization

Due to a medical emergency or situation, any certified staff member may apply for use of sick bank days with their building principal, up to 10 days, to be decided upon by two administrators and two SEA members (Sick Bank Leave Oversight Committee). Additional days will be taken into consideration involving extenuating medical circumstances, and will be reviewed by the Sick Bank Leave Oversight Committee.

#### G. Leave Payout

Individual employees who sever employment with the district, after a minimum of 10 years, shall receive compensation of unused sick leave at a rate of \$20 per day up to the maximum amount of accumulated days (125). To access compensation, employees must submit their resignation to the district by April 1 of the contract year.

#### H. Paid Leave

Employees shall be entitled to the following temporary, non-accumulative paid leaves of absence. Leaves of absence will be taken in quarter day increments. (2, 4, 6, or 8 hours)

#### I. Educational Leaves

Attendance at educational meetings, up to 3 days, is permitted when such absence is requested or approved by the employer. Employee initiated requests shall be filed by the employee at least seven (7) work days prior to the first day anticipated absence. Educational leaves shall be used for the purpose of:

- Visitation to view other instructional techniques or programs.
- Conferences, workshops, or seminars conducted by colleges, universities, or other educational institutions or organizations.

#### J. Bereavement Leave

Each employee shall be entitled to ten (10) days of bereavement leave each school year, which shall be non-accumulative and is in addition to all other leaves. No more than five (5) days may be taken for any one occurrence in the death of a family member, except in the case of the death of a spouse, mother, father, grandparent, or a child, in which event all of the employee's remaining bereavement days for the school year may be taken. A family member is defined as one related by kinship, blood relationship, adoption, marriage, foster parent or foster child. One day may be taken to attend the funeral of a non-family member, but such day is deducted from the total of ten days. Additional days taken for bereavement purposes may be given at the discretion of the Superintendent of designee. Notifications of absence for funerals shall be given to the principal. Such days are non-cumulative.

#### K. Adoption Leave

Each employee shall be entitled to five (5) days of leave each school year without loss of compensation which shall be used for the purpose of initiating, processing and/or completing adoption of a child or children into his or her family. Reasonable advance notification shall be given by the employee to the superintendent of his or her intention to take such leave and the day or days he or she expects to be absent from school. Such leave shall be in addition to all other leaves herein granted but non-accumulative.

#### L. Personal

At the beginning of every school year each employee shall be credited with three (3) days which may be for personal business. No leaves shall, except in cases of emergencies or unusual need, be granted for use on days immediately preceding or following school holidays or vacation periods, during teacher professional days and or during the first 5 and last 5 days of school. Personal leaves shall be non-accumulative. In all cases, all personal days must be taken before unpaid leave is granted. Requests for leaves shall be in writing, signed by the employee and submitted to the principal not less than three days in advance of commencement of leave, accepting cases of emergencies or unusual circumstances, including deaths and funerals, rendering such advance notice impossible or

impracticable; in such cases of emergency or unusual need, requests for leave shall be submitted at least one (1) day in advance of commencement of leave. The request shall specify the day (s) which the employee expects to be absent from school. Each employee must set forth any circumstances or emergencies rendering impossible or impracticable compliance with the 3-day advance notice requirement. Unused Personal days at the end of the school year will be reimbursed \$150/day not used.

#### M. Jury and Legal

Any certified employee who is called for jury duty during school hours shall, upon presenting such evidence to the principal, be granted a leave of absence. Evidence of remuneration received by the employee, over and above expenses, for jury duty shall be presented to the district secretary who will reduce the district's salary to the employee by the amount paid for such participation or involvement, or the remuneration may be turned over to the district.

#### N. Unpaid Leave

The Board in its sole, exclusive and financial discretion may grant leaves upon the filing of a written request for such leave by an employee. All substitutes will be employed by the Board for employees taking one of these leaves. Each employee will have one pro-rated day's salary subtracted for each leave used, e.g. If an employee had a 158 day contract that employee would have 1/158 days deducted from their salary. A leave of absence without pay for up to one year may be granted to any employee, upon application, for the purpose of engaging in study related to professional responsibilities, at an accredited college or university. A leave for educational improvement must be approved by the Board of Directors. No step increase will be given.

#### O. Temporary Leave

##### TEMPORARY LEAVE:

Any employee, who, as a result of a particular medical condition, disability (other than pregnancy after the fifth month), illness, or nonelective surgery remains unable to work after exhausting his or her allowable sick leave for the school year, shall, upon written application to the Board accompanied by a certification of his physician as to the fact, cause, and probable duration of his or her disability, be entitled to a temporary leave of absence for the duration of such disability which shall in no event exceed six calendar months. The employee shall return to work only upon certification of his or her physician that he or she is able to resume school duties and subject to the provisions of paragraph A (6) of this Article. The Board may at any time require an employee on temporary leave to submit to an independent medical examination for the purpose of ascertaining whether or not he or she is physically and mentally able to resume or continue school duties, and, in the event of a conflict of opinion between the employee's physician and the Board's physician, a third examination shall be made by a physician selected jointly by the Board and the employee, or if they are unable to agree, by the two physicians, whose opinion shall be controlling as of that time.

#### P. Other Leaves

The Board, in its sole, exclusive and final discretion, may grant other paid or unpaid leave upon the filing of a written request of such leave by an employee.

### **ARTICLE 8 HEALTH INSURANCE AND SAFETY**

#### A. Health and Major Medical

The District shall provide each employee with a single coverage insurance policy. Employees may elect to take additional coverage and pay for the costs associated with the additional coverage. Payment for additional costs will be done through payroll deduction. The District shall pay 94% of the Single HSA policy, and 85% of the Single PPO policy.

#### B. Workmen's Compensation

All employees are covered fully by the Workmen's Compensation Policy which is paid for and in force for the District.

#### C. Long Term Disability

The Board shall pay for the full cost of a long term disability Program for professional employees.

#### D. Family and Medical Leave, the parties agree as follows:

- 1) That the Board has established a policy granting unpaid family and medical leave to eligible employees including those included in the bargaining unit covered by this collective bargaining agreement for up to twelve weeks for each fiscal year.
- 2) That pursuant to negotiations between the parties, the Board has adopted regulations implementing said policy both as to employees included within the bargaining unit represented by the Sidney Education Association and all other employees of the Community School district and both parties acknowledge that they have negotiated with respect to the policy and regulations and that the policy and regulations adopted by the Board have been agreed to by both parties.
- 3) That the policy and administrative regulations as adopted by the Board are hereby incorporated into and made a part of this agreement by reference.
- 4) Employees will exhaust paid personal days and paid sick leave days to the extent accumulated before Family and Medical Leave will apply.

#### E. Health Provisions

The Board may require a medical examination when, in the Board's judgment, such examination is relevant to an employee's performance or status.

#### F.. Unsafe and Hazardous Conditions

Employees shall be encouraged to report to the building principal any conditions which seem unsafe or hazardous.

#### G. Use of Reasonable Force

An employee may, within the scope of his employment, use and apply such amount of force as is necessary to quell a disturbance threatening physical injury to a pupil or teacher. Immediately upon use of such force, the employee shall make a report to the building principal or his/her designee.

### **ARTICLE 9 SERVICE YEAR AND WORK HOURS**

#### A. Work Year

Employees of the bargaining unit agree to a service year of 158 days which will include those holidays under Part

B. New employees will agree to a service year of 159 days in their first year of service.

#### B. Holidays

Employees shall not be required to report or perform any duties on the following holidays: Labor Day; Thanksgiving Day and the Friday following; Good Friday and the Monday after Easter; and Memorial Day. Christmas break may include more days as set by the administration/Board of Education, but must include December 24 through New Year's Day.

#### C. Employee Hours

All employees shall report for duty at the building to which they have been assigned not later than 7:30 A.M. They may depart from school premises after departure of the last school bus but not prior to 4:00 P.M. The exception to this rule is on Fridays and days preceding holidays and vacations when they shall be free to leave after departure of the last school bus. Employees shall be excused from attendance on days when student attendance is not required due to inclement weather. Employees shall not be required to report more than one-half hour before or remain after their students have left on occasions of amended student attendance hours due to inclement weather. Employees may, on an individual basis, be granted permission by the appropriate school administrator to arrive late and/or depart earlier than the times herein specified for arrival and/or departure, but the denial thereof shall not constitute the basis for the filing of a grievance hereunder.

All employees shall have a twenty minute duty free lunch period. All employees shall have 45 cumulative minutes of planning time per day.

#### D. More Than 7 Periods of Assigned Duties

Any employee teaching on the junior and/or senior high level who has more than seven (7) periods of assigned duties per day during the entire school year shall receive as additional annual compensation for each additional period of assigned duties a sum equivalent to 12.5% of his or her base salary as calculated from Schedule A (step/lane) for that school year. An employee teaching on the junior and/or senior high level who has more than seven (7) periods of assigned duties per day for one semester only shall receive as additional annual compensation for each additional period of assigned duties over and above the normal load of seven (7) a sum equivalent to 6.25% of his or her base salary as calculated from Schedule A (step/lane) for that school year.

Any employee teaching on the elementary level who is requested by the administration under extenuating circumstances to fill an additional position and/or undertake additional duties during the school day for an extended period of time of more than one school day shall receive additional per diem compensation, This per diem compensation is equivalent to 12.5% of his or her base salary as calculated from Schedule D (step/lane) for that school year.

Any employee who is asked to teach any class before or after the regular school day (0 hour or 9th hour class) and any elementary employee who is asked to fill an additional position or undertake additional duties shall have the right to refuse the request,

Any employee who is asked to teach any class before or after the regular school day (for example, a 0 hour or 9th hour class) shall have the right to refuse the request.

#### E. Special Education Duties

Teachers with a Special Education caseload shall be allowed one day per quarter (4 per year) to complete IEP documentation and paperwork.

Teachers shall choose from the following:

- (1) School calendar day with substitute coverage, or
  - (2) Non-contracted Monday per quarter, paid per diem(if substitute coverage is available)
- Special Education teachers are responsible for communicating with administration/SBO on caseload work time.

#### F. Athletic Events Assignments/Compensation

Ticket takers, and pep bus sponsors, certified staff and para-professional will be paid \$25.00 for each varsity, junior varsity or junior high activity (event) assigned and worked. A minimum of 1 assignment and no more than 2 shall be done. If a junior high event precedes two varsity or a junior varsity/varsity game, it shall be considered an event by itself. Compensation may be adjusted at the discretion of the administration for all day tournaments or events. At our first all staff meeting, an alphabet letter will be pulled out of a hat. That is the letter (last name) where the secretary will start assigning events that are not chosen by staff or that are added. Employees may exchange assigned duties with para-professionals, associates, or other individuals who volunteer to work that event and who are pre-approved by the building principal.

### **ARTICLE 10 OTHER PAYROLL DEDUCTIONS**

Upon receipt of an appropriate written authorization from the employee on or before the first of any month, the Board shall deduct and make appropriate remittance of such sums as may be authorized for annuities, credit union(s), savings bonds, and board-provided insurance(s). Such authorization(s) shall continue for the term of this Agreement, but shall be revocable upon thirty (30) days written notice from the employee to the Board.

### **ARTICLE 11 WAGES AND SALARIES**

#### A. Annual Base Salary

Annual base salary shall refer to the salary specified in the contract of employment as determined by Schedule A for the contract year and the employee's placement on the salary schedule for that year. It shall not include separately contracted items of compensation for extracurricular and/or coaching assignments.

#### B. Schedule

The salary of each employee for the 2026-2027 school year shall be based on Schedule A and by reference incorporated into and made a part of this agreement.

#### C. Prior Teaching Experience

1. Credit for Experience: Employees with four or more years of teaching and/or counseling experience outside the school district within the last seven (7) years immediately preceding his or her employment by the Community School District of Sidney shall be placed at no lower than the fourth step of the regular salary schedule in effect at that time. The Superintendent may, in its discretion, advance any such employees beyond the fourth step.

2. Returning Employees: Any former employee with one or more years previous teaching and/or counseling experience in the district within the last four years immediately preceding his or her reemployment by the district, shall be placed on the next step of the salary schedule above that in effect at the time of the termination of his or her contract. Former employees with one or more years of previous teaching and/or counseling experience within the district and who have not been actively involved in teaching and/or counseling for more than the four years immediately preceding reemployment may, at the discretion of the Board, be placed above the first step of the schedule.

#### D. Advancement on Salary Schedule

1. Increments: Each employee on the regular salary schedule shall be advanced one increment or vertical step on the salary schedule for each consecutive year of service up to and including the last step applicable to his or her educational lane. Each employee who has reached the last step on his or her educational lane shall annually thereafter receive a career increment equivalent to: 4% of the Base Salary for lanes in BA and BA12, 5% of the Base Salary for lane BA24, and 6% of the Base Salary for lanes MA and MA12.

(Career Increments will continue to be frozen for the 2026-2027 School Year only)

2. Educational Lanes: An employee in order to be advanced to a higher educational lane must present proof of satisfactory completion of the requisite number of additional hours. Such hours of credit beyond the baccalaureate degree may be either at the undergraduate or graduate level, but undergraduate hours will not count toward advancement beyond the B.A. + 12 lane column. All courses taken, whether graduate or undergraduate, must be within the employee's prescribed educational program as filed with the school district and reasonably related to the curriculum or counseling areas or services in which he or she is currently employed as a teacher or counselor. (According to Sidney Community School's Board of Education policy [Code 406.3], licensed employees who wish to obtain additional education for advancement on the salary schedule must notify the superintendent in writing by September 1st.)

3. An employee seeking advancement from one educational lane to another shall prior to enrollment obtain the superintendent's approval of the course offerings wherever practicable or feasible. The employee shall file with the district on or before September 15th of that year transcript(s) from the institution or institutions at which the work was done certifying to the course(s) taken, the successful completion of the same, and the hours of credit granted. Should the required transcript(s) be unavailable for filing on or before September 15th, the advancement shall still be accepted provided the employee presents a copy of the written request for the transcript(s) and an affidavit attesting that the said request(s) was mailed reasonably in advance of the September 15th deadline and that the institution(s) either failed to forward the transcript(s) to the employee or forwarded them too late for filing on the specified date, and provided that the transcript(s) was in fact filed with the district not later than October 30th of the same school year. For all hours pre-approved by the superintendent prior to enrollment, advancement on the salary schedule will be effective September 1st and reflected as such on the employee's salary. For all hours not preapproved, advancement on the salary Schedule will become effective upon acceptance and will be retroactive to

the commencement of the school year. The employer shall notify the employee in writing of receipt of the transcript(s), and when the same has been accepted, of its acceptance.

E. Method of Payment: Each employee shall be paid in twelve (12) equal installments on the 20th day of each month. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day.

F. Extended Contract Rate:

1. Any employee whose assignment exceeds the regular employee year, as defined in the Agreement, shall be additionally compensated for the extended work year on a per diem basis.

(Salary+Career Increments divided by 158 Contract days, then multiplied by the number of days of extended contract.)

2. Summer Driver Education will be a separate contract and the rate of reimbursement will be on a per pupil basis. The rate of compensation per pupil may be negotiated individually between the employee and the District. Notification of this position being available should be posted each year in accordance with Article 17 in this Agreement.

G. Career Increments

Each employee on the regular salary schedule shall be advanced one increment or vertical step on the salary schedule for each consecutive year of service up to and including the last step applicable to his or her educational lane. Each employee who has reached the last step on his or her educational lane shall annually **thereafter receive a career increment equivalent to four percent (4%) of the BA base for his or her lane for lanes BA; five percent (5%) of the BA base for his or her lane for lane BA+12 and BA+24; and six percent (6%) of the BA base for his or her lane for lanes MA, and MA+12. A year of service in the District is defined as more than one full semester in a school year. Career Increments will be frozen for the 2026-2027 school year.**

H. Multiple Teaching Assignments Per Period

Any employee teaching on the junior and/or senior high level shall have no more than one (1) teaching assignment per period without prior discussion and written agreement between the teacher and building administrator prior to the beginning of the school year or semester.

## ARTICLE 12 SUPPLEMENTAL PAY – EXPENSES

A. Extracurricular Activities

1. Approved Activities

The Board and the Association agree that the extracurricular activities listed in Schedule B are official school sponsored activities.

2. Rates of Pay

Supplemental Pay (Schedule B) shall use the base generator amount of \$35,000.

Employees whose contract of assignments call for the performance of the extracurricular activities defined in Schedule "B".

B. Travel Expenses

1. Use of Private Vehicle

Employees shall be reimbursed for the authorized use of their automobiles in the performance of their school duties, between schools within the district, and on field trips and other school business at the rate of .50 cents per actual mile traveled when no school vehicle is available.

2. Mileage for Teachers Shared Between Districts Employees who are shared with more than one District and use their personal automobile to travel between districts shall be compensated for actual round trip mileage between the two districts at the Federal rate established. In lieu of reporting actual daily mileage, employees may elect to use round trip mileage of regularly traveled routes, and this mileage multiplied by the number of trips shall be an acceptable report. Employees shall submit mileage documentation on a monthly basis for reimbursement.

#### B. Extracurricular/Athletic

Nothing herein contained shall be construed as limiting, precluding, or exempting employees from performance of duties after the end of the normal work day or on days other than school days which may be called for by their respective contracts of employment of athletic or extracurricular assignments or which may be incident thereto, nor shall there vest in any such employee any rights to additional compensation for such services beyond that to which they may be entitled under the Supplemental Pay and Miscellaneous Articles of this Agreement.

#### C. Personnel File

1. Each employee shall have the right at any time to review the contents of his or her personnel file. Prior to such review, the superintendent may remove confidential material from the file. A representative of the Association, at the employee's request, may be present at the review. Confidential material removed shall include only college credentials and letters incidental to initial employment.
2. The employee shall have the right to respond to all remaining materials contained in said file. Such employee's response shall become part of said file.
3. The employee shall have the right to have reproduced the remaining contents of his or her file.

### ARTICLE 13 GRIEVANCE PROCEDURE

#### Section 1. Definitions

1. Grievance: A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
2. Grievant: A "grievant" is the employee or employees of the Association making the complaint.

#### Section 2.

- (a) Any employee, group of employees, or the Association covered by this agreement shall have the right to present grievances in accordance with these procedures.
- (b) The failure of a grievant (or, in the event of an appeal to arbitration, the Association to act on any grievance within the prescribed time limited will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- (c) It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or staff. Should however, the scheduling of arbitration sessions during after school hours prove impossible due to the inability or unwillingness of the arbitrator to meet at such times, then, and only in that event, sessions may be scheduled during school hours, but every attempt shall be made to minimize interruptions with the instructional program and related work activities of affected employees.

#### Section 3.

##### (a) First Step.

An attempt shall be made to resolve any grievance in informal verbal discussion between grievant and the building principal. Such discussion shall be initiated within thirty (30) calendar days of the occurrence of the event giving rise to the grievance, except where such event occurs after the last day of school of a school year and prior to August 1 of the next succeeding school year, in which event the time for initiating such discussion shall be extended to ninety (90) calendar days. The grievant and principal shall each acknowledge in writing the date such discussion took place.

##### (b) Second Step.

If the grievance is not resolved at the First Step, the grievant shall within ten (10) school days of the discussion with his or her principal, file the grievance in writing, and, within ten school days, discuss the matter with the principal. The written grievance shall be on a form conforming in substance to Schedule A and state the nature of the grievance, shall note the specific clause or clauses of this agreement constituting the basis of the grievance and shall state the remedy requested. The principal shall make a decision on the grievance and communicate it in writing to the grievant and superintendent within ten (10) school days after the conference with the grievant.

##### (c) Third Step.

In the event a grievance has not been satisfactorily resolved at the Second Step, the grievant shall file, within five (5) school days of the principal's written decision at the Second Step, a copy of the grievance with the superintendent. Within ten (10) school days after such written grievance is filed, the grievant and the superintendent or his designee shall meet to resolve the grievance. The superintendent or his designee shall file an answer within ten (10) school days of the Third Step grievance meeting and communicate it in writing to the grievant and the principal.

(d ) Fourth Step.

If the grievance is not resolved satisfactorily at Step Three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the superintendent within thirty (30) days from receipt of the Step Three answer to enter into arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven (7) days, the Federal Mediation and Conciliation Service will be requested to provide a panel of seven arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The person whose name remains shall be the Arbitrator. The decision of the Arbitrator shall be binding on the parties. Expenses for the Arbitrator's services shall be borne equally by the School District and the Association. The Arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/Her authority shall be strictly limited to decide only the issue or issues presented to him by the School District and the Association, and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

Section 4. A grievant shall have the right to be represented at all stages of the grievance procedure by anyone of his/her choice.

Section 5. All meetings and hearings under this procedure shall be closed to the public and shall include only the parties, their designated representatives, and witnesses.

Section 6. 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.

Section 7. Issues involving the termination of an employee which are or may be subject to Chapter 279, Code of Iowa, are not subject to the provisions of the Article. In a Chapter 279 termination proceeding, any alleged violation of a provision of this agreement may be presented by the employee.

#### **ARTICLE 14 FINALITY AND EFFECT OF AGREEMENT**

1. This Agreement supersedes and cancels all previous agreements between the School District and the Association or any employee, unless expressly stated to the contrary herein and constitutes the entire Agreement between the parties, and concluded collective bargaining for its term.
2. Past practices shall not constitute part of this Agreement and any subsequent or supplementary agreement must be reduced to writing and executed by both parties to be effective.
3. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals, with respect to subject or matter and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the School District and the Association, for the life of this agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law to negotiate over any matter during the term of this agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

#### **E. DURATION PERIOD.**

This agreement shall become effective July 1, 2026 and terminate June 30, 2028.

SIGNATURE CLAUSE

IN WITNESS WHEREOF, The parties have caused this Agreement to be signed by their respective Presidents,  
attested by their respective Chief Negotiator, and their signatures placed thereon, all on the

29<sup>th</sup> day of July 2026.

SIDNEY EDUCATION ASSOCIATION COMMUNITY SCHOOL DISTRICT OF SIDNEY

By: Denis McJohnson By: Christy Bailey  
President Board President School Business Official

ATTEST: M. L. L. ATTEST: Chief Negotiator  
Chief Negotiator Negotiator

# SCHEDULE A

## INTEGRATED SALARY SCHEDULE FOR 2026-2027

| Base Salary | 50100 | BA    | BA+12 | BA+24 | MA    | MA+12 |
|-------------|-------|-------|-------|-------|-------|-------|
| Step 1      |       | 50100 | 50600 | 51100 | 51600 | 52100 |
| Step 2      |       | 51100 | 51600 | 52100 | 52600 | 53100 |
| Step 3      |       | 52100 | 52600 | 53100 | 53600 | 54100 |
| Step 4      |       | 53100 | 53600 | 54100 | 54600 | 55100 |
| Step 5      |       | 54100 | 54600 | 55100 | 55600 | 56100 |
| Step 6      |       | 55100 | 55600 | 56100 | 56600 | 57100 |
| Step 7      |       | 56100 | 56600 | 57100 | 57600 | 58100 |
| Step 8      |       | 57100 | 57600 | 58100 | 58600 | 59100 |
| Step 9      |       | 58100 | 58600 | 59100 | 59600 | 60100 |
| Step 10     |       | 59100 | 59600 | 60100 | 60600 | 61100 |
| Step 11     |       | 60100 | 60600 | 61100 | 61600 | 62100 |
| Step 12     |       | 61100 | 61600 | 62100 | 62600 | 63100 |
| Step 13     |       | 62100 | 62600 | 63100 | 63600 | 64100 |
| Step 14     |       | 62600 | 63350 | 63850 | 64350 | 64850 |
| Step 15     |       | 63100 | 64100 | 64600 | 65100 | 65600 |
| Step 16     |       | 63600 | 64850 | 65350 | 65850 | 66350 |
| Step 17     |       |       | 65600 | 66100 | 66600 | 67100 |
| Step 18     |       |       | 66350 | 66850 | 67350 | 67850 |
| Step 19     |       |       |       | 67600 | 68100 | 68600 |
| Step 20     |       |       |       |       | 68850 | 69350 |
| Step 21     |       |       |       |       |       | 70100 |

**Teacher Salary Supplement:** will be integrated into the salary schedule after Phase II monies are deducted. If TSS monies remain at the end of the fiscal year, teachers that were used for initial calculation will be paid excess TSS funds on a FTE basis.

**Career Increments:** Each employee on the regular salary schedule shall be advanced one increment or vertical step on the salary schedule for each consecutive year of service up to and including the last step applicable to his or her educational lane. Each employee who has reached the last step on his or her educational lane shall annually thereafter receive a career increment equivalent to four percent (4%) of the BA base for his or her lane for lanes BA and BA+9; five percent (5%) of the BA base for his or her lane for lane BA+18; and six percent (6%) of the BA base for his or her lane for lanes BA+24, MA, and MA+12. A year of service in the District is defined as more than one full semester in a school year.

# SCHEDULE B

## BASE SALARY SCHEDULE FOR 2026-2027

|             |           | BA        | BA+12     | BA+24     | MA        | MA+12     |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Base Salary | \$ 43,695 |           |           |           |           |           |
| Step 1      |           | \$ 43,695 | \$ 44,195 | \$ 44,695 | \$ 45,195 | \$ 45,695 |
| Step 2      |           | \$ 44,695 | \$ 45,195 | \$ 45,695 | \$ 46,195 | \$ 46,695 |
| Step 3      |           | \$ 45,695 | \$ 46,195 | \$ 46,695 | \$ 47,195 | \$ 47,695 |
| Step 4      |           | \$ 46,695 | \$ 47,195 | \$ 47,695 | \$ 48,195 | \$ 48,695 |
| Step 5      |           | \$ 47,695 | \$ 48,195 | \$ 48,695 | \$ 49,195 | \$ 49,695 |
| Step 6      |           | \$ 48,695 | \$ 49,195 | \$ 49,695 | \$ 50,195 | \$ 50,695 |
| Step 7      |           | \$ 49,695 | \$ 50,195 | \$ 50,695 | \$ 51,195 | \$ 51,695 |
| Step 8      |           | \$ 50,695 | \$ 51,195 | \$ 51,695 | \$ 52,195 | \$ 52,695 |
| Step 9      |           | \$ 51,695 | \$ 52,195 | \$ 52,695 | \$ 53,195 | \$ 53,695 |
| Step 10     |           | \$ 52,695 | \$ 53,195 | \$ 53,695 | \$ 54,195 | \$ 54,695 |
| Step 11     |           | \$ 53,695 | \$ 54,195 | \$ 54,695 | \$ 55,195 | \$ 55,695 |
| Step 12     |           | \$ 54,695 | \$ 55,195 | \$ 55,695 | \$ 56,195 | \$ 56,695 |
| Step 13     |           | \$ 55,695 | \$ 56,195 | \$ 56,695 | \$ 57,195 | \$ 57,695 |
| Step 14     |           | \$ 56,445 | \$ 56,945 | \$ 57,445 | \$ 57,945 | \$ 58,445 |
| Step 15     |           | \$ 57,195 | \$ 57,695 | \$ 58,195 | \$ 58,695 | \$ 59,195 |
| Step 16     |           | \$ 57,945 | \$ 58,445 | \$ 58,945 | \$ 59,445 | \$ 59,945 |
| Step 17     |           |           | \$ 59,195 | \$ 59,695 | \$ 60,195 | \$ 60,695 |
| Step 18     |           |           | \$ 59,195 | \$ 60,445 | \$ 60,945 | \$ 61,445 |
| Step 19     |           |           |           | \$ 61,195 | \$ 61,695 | \$ 62,195 |
| Step 20     |           |           |           |           | \$ 62,445 | \$ 62,945 |
| Step 21     |           |           |           |           |           | \$ 63,695 |

# SCHEDULE C

## TSS SALARY SCHEDULE 2026-2027

|         |  | BA     | BA+12  | BA+24  | MA     | MA+12  |
|---------|--|--------|--------|--------|--------|--------|
| \$6405  |  |        |        |        |        |        |
| Step 1  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 2  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 3  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 4  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 5  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 6  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 7  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 8  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 9  |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 10 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 11 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 12 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 13 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 14 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 15 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 16 |  | \$6405 | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 17 |  |        | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 18 |  |        | \$6405 | \$6405 | \$6405 | \$6405 |
| Step 19 |  |        |        | \$6405 | \$6405 | \$6405 |
| Step 20 |  |        |        |        | \$6405 | \$6405 |
| Step 21 |  |        |        |        |        | \$6405 |

# SCHEDULE D

## 2026-2027 EXTRA DUTY SALARY SCHEDULE

|                       |        |        |                             |       |
|-----------------------|--------|--------|-----------------------------|-------|
| Base Salary           | 35,000 | 27-28  |                             |       |
| Activity Director     | 20%    | 23.50% | All School Plays            | ---   |
| Head HS Coaches       | 12%    |        | JR Class Sponsor            | 6%    |
| Asst. HS Coaches      | 8%     |        | Publications w/class        | ---   |
| Head JH Coaches       | 6%     |        | Publications wo/class       | 12%   |
| Asst. JH Coaches      | 4.50%  |        | Media/Technology Specialist | 16.50 |
| HS Cheerleading       | 2.50%  |        | HS Student Council          | 2.50% |
| Weightroom Coach      | 2%     |        | JH Student Council          | 2.50% |
| Weightroom Supervisor | 13.75% |        | National Honor Society      | 4.50% |
| JH Cheerleading       | 2.50%  |        | BPA                         | 4.50% |
| Instrumental Director | 8%     |        | FCCLA                       | 4.50% |
| HS Musical            | 7%     |        | Quiz Bowl                   | 4.50% |
| Choral Director       | 6%     |        | Data Coordinator            | 3.00% |

Extended Contracts: will be equal to Salary+Career Increments divided by 158 days, multiplied by number of extended contract days.

8th Hour Pay: will be equal to Extra Duty Base salary, multiplied by 16%

Extra Duty Contracts: Technology Specialist, Guidance Counselor, and FFA Sponsor