

**MASTER CONTRACT
AGREEMENT**

Between

**DALLAS CENTER-GRIMES
COMMUNITY SCHOOL
DISTRICT**

And

**DALLAS CENTER-GRIMES
COMMUNITY EDUCATION
ASSOCIATION**

**2026-2027 School Year
and
2027-2028 School Year**

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THIS AGREEMENT entered into this 1st day of July 2026, by and between the DALLAS CENTER-GRIMES COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS, hereinafter referred to as the "Board", and DALLAS CENTER-GRIMES COMMUNITY EDUCATION ASSOCIATION, hereinafter referred to as the "Association".

WHEREAS, the parties have reached certain understandings, which they desire to confirm in this Agreement, IT IS AGREED AS FOLLOWS:

ARTICLE 1 RECOGNITION

Section 1. Definitions

- a. The term "Board", as used in this Agreement, shall mean the Board of Directors of the Dallas Center-Grimes Community School District, or its duly authorized representatives or agents.
- b. The term "Association", as used in this Agreement, shall mean the Dallas Center-Grimes Community Education Association, or its duly authorized representatives or agents.
- c. The term "employee", as used in this Agreement, shall mean the professional employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- d. The term "probationary" refers to a teacher that is in the first three consecutive years of employment of a teacher in the same school district are a probationary period. However, if the teacher has successfully completed a probationary period of employment for another school district located in Iowa, the probationary period in the current district of employment shall not exceed one year. A board of directors may waive the probationary period for any teacher who previously has served a probationary period in another school district and the board may extend the probationary period for needed improvements

Section 2. The Unit

The Board hereby recognizes the Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the Public Employment Relations Board certification instrument (Case No. 6117 from 23rd of November, 1999) issued on the 5th day of May, 1976.

The unit described in the above certification includes all full-time and regular part-time certified professional personnel employed at the Dallas Center-Grimes Community School District, including classroom teachers (academic, vocational, remedial, physical education, music, art and drama), guidance counselors, librarians, full-time substitute teachers, and nurses.

The unit excludes the superintendent, principals, athletic director, teacher associates, substitute teachers, all other non-professional employees, and all those excluded by Section 4 of the Public Employment Relations Act.

Section 3. Name Change

This contract shall remain in full force and effect in the event the name of either or both parties should be changed.

ARTICLE 2 GRIEVANCE PROCEDURE

Section 1. Definitions

1. A grievant may be either a teacher or the Association. The Association may process a grievance through all levels of these procedures, even though there is no individually aggrieved person who wishes to do so.
2. A grievance shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this Agreement.
3. A party in interest is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. Days shall mean calendar weekdays, except as otherwise indicated.

Section 2. Rights and Procedures

1. An employee may elect to have a representative of the Association designated by the Association accompany and represent him/her at each step of the grievance procedure. If an employee is not represented by a representative of the Association, the Association shall have the right to have a representative present at all stages of the grievance procedure. At each step of the grievance procedure, the administrative person may also have a representative of his/her choice present.
2. As provided herein, an individual grievant initiates the grievance process jointly with the Association representative. If at any step of the grievance procedure, the individual decides to terminate the grievance procedure, the Association may elect to continue through the rest of the procedures.
3. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal. 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 may, however, be extended or reduced by mutual agreement.
4. The association shall be notified in a timely manner that a grievance has been started.

Section 3. Levels

Level 1. The parties in interest acknowledge that it is usually most desirable for an employee and his/her immediately involved Supervisor to resolve problems through free and informal communications. Within seven (7) days following the act or conditions which is the basis of the grievance, the grievant and the Association representative may jointly present a verbal grievance to the immediately involved Supervisor by clearly indicating that a Level 1 grievance is being filed. The Supervisor will arrange for an immediate meeting to take place within seven (7) days after the verbal receipt of the grievance. The supervisor shall provide the grievant with a verbal answer to the grievance within seven (7) days of receipt of the verbal grievance. Such answer shall include the reasons upon which the decision was based.

Level 2. If the grievant is not satisfied with the disposition of the grievance at Level 1, the grievance may be submitted to the Supervisor in writing within seven (7) days of receipt of the verbal reply. The Supervisor must render a written decision to the grievant within seven (7) days. The written decision shall include the reasons upon which the decision was based.

Level 3. If the grievant is not satisfied with the disposition of the grievance at Level 2, the grievance may, within seven (7) days, be referred to the Superintendent or official designee. The Superintendent shall arrange for a meeting with the grievant, to take place within seven (7) days of receipt of the appeal. The parties in interest shall have the right to include in the meeting such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. The Superintendent will provide a written decision within seven (7) days of receipt of the appeal, together with the reasons for the decision, to the grievant and the Association.

Article 3

LEAVES

Section 1. Sick Leaves

- a. Full-time employees shall be granted by the Board sick leave for personal illness or injury, which will accumulate at the following rate:
 - 1. During the first year of employment in Dallas Center-Grimes Community, ten (10) days;
 - 2. During the second year of employment in Dallas Center-Grimes Community, eleven (11) days;
 - 3. During the third year of employment in Dallas Center-Grimes Community, twelve (12) days;
 - 4. During the fourth year of employment in Dallas Center-Grimes Community, thirteen (13) days;
 - 5. During the fifth year of employment in Dallas Center-Grimes Community, fourteen (14) days;
 - 6. During the sixth and all subsequent years of employment in Dallas Center-Grimes Community, fifteen (15) days;
- b. The above scheduled amounts of sick leave shall apply only for consecutive years of employment in the Dallas Center-Grimes Community School District, and unused portions may carryover from one year to the next to a maximum of one hundred twenty (120) days.
- c. A new employee shall be credited with unused sick leave from his or her last employing school district up to a maximum of thirty (30) days, and provided that the employee was employed by the last district during the twenty-four (24) months prior to the employee's signing a contract with the Board.
- d. The Board reserves the right to require a physician's statement for a personal illness or injury for which a claim for sick leave is made.
- e. Sick leave cannot be used where deferment of treatment or medical service would be medically safe and possible at a time other than during the school year.
- f. Employees shall check their check stubs to determine the current status of the sick leave accumulation, but shall check with the Board's business office to determine the official current status of sick leave accumulation.
- g. Of the leave listed in Article 4, Section 1, item a., The employer will allow up to ten (10) days of sick leave to be used by the employee for a sick child, stepchild, spouse, or parent. The employer will allow up to an additional ten (10) days of sick leave to be used by the employee for a sick spouse, sick parent, sick child or stepchild that qualifies under the FMLA section of this contract. This leave must begin at the first day of the qualifying FMLA event or no later than 10 days after the FMLA qualifying event if personal sick leave has been utilized.

Section 2. Bereavement Leave

In the event of a death in an employee's immediate family, at the employee's request, the employee shall be granted permission to be absent from duty for up to ten days as may be determined to be necessary for attendance at the funeral, and for any other purpose directly arising out of the death. For the purpose of the foregoing, an employee's "immediate" family is defined as his/her spouse or significant other, child (including miscarriage/still birth child), stepchild, parent, brother, or sister. Bereavement leave under this category must be fully utilized within one year of the death event.

In the event of the death of the employee's mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparents, or grandchildren of the employee and his/her spouse, and at the employee's request, the employee shall be granted permission to be absent for up to five days to permit the employee to attend the relative's funeral, and for any other purpose directly arising out of the death.

In the event of the death of an uncle, aunt, niece, nephew, or first cousin of the employee and his/her spouse, and at the employee's request, the employee shall be granted permission to be absent from duty for up to two days in order to attend the relative's funeral.

An employee may be granted leave from duty at the discretion of the Superintendent, to permit the employee to attend the funeral of a close friend. Days of bereavement leave may be granted at the sole discretion of the Superintendent.

No deduction of pay shall be made for absences due to bereavement leave granted under this section. Extra days of bereavement leave may be granted at the sole discretion of the Superintendent.

Section 3. Emergency Leave

Emergency leave may also be granted for medical and non-medical emergencies involving the employee including, but not limited to house fire, severe storm damage, car accident, etc. Emergency leaves for this purpose shall be charged to an employee's sick leave, not to exceed five days per year. This leave shall be granted at the sole discretion of the superintendent and shall not be accumulated from year to year. This option may be requested only after the employee's entire personal leave has been used.

Section 4. Personal Leaves

- a. Employees may be granted two (2) days paid leave per year. Personal leave is at the discretion of the employee. This leave may be denied because of lack of substitutes. After personal leave has been approved, it can be withdrawn only with the consent of the employee. Up to three (3) unused personal days may be rolled over to the next year, for a maximum of five (5) in one year.
- b. Requests for personal leave should be filed with the Superintendent or designee at least forty-eight (48) hours prior to the requested leave.
- c. Such personal leaves including the day immediately preceding or following a regularly scheduled vacation period; the days of pre-school workdays, workshop days, first or last day of each quarter, parent teacher conferences, open house, or the first two weeks of school, may be granted by the Superintendent only in unusual or emergency situations.
- d. Additional leave, paid or unpaid, may be granted at the sole discretion of the Superintendent.
- e. Any unused personal days in excess of the three-day carryover limit at the close of the school year may be submitted to the payroll department on an appropriate form for payment of \$100.00 per day annually in the June payroll.

Section 5. Jury Leave

An employee required to serve as a juror shall receive his or her regular wages during the days of such service. When released from jury service during work hours at or prior to 12:00 Noon, the employee shall report to work as soon as possible

Section 6. Professional Leave

Attendance at educational meetings or visits to other schools (except for the purpose of seeking employment) may be permitted. Such absence must be approved in advance by the Superintendent or designee. If any employee wishes to be absent from duty for a brief period for such purposes, a written request for such absence shall be signed by the employee and Principal and filed with the Superintendent or designee at least seven (7) calendar days prior to the first day of the anticipated absence. Reasonable expenses for professional leave will be considered on an individual basis. Any expenses paid by the Board must be approved in advance of the leave by the Superintendent.

1. This leave may be denied because of lack of substitute teachers.
2. The district shall reimburse the employee for any personal cost the employee incurs, after the professional leave is approved. The employee must inform the administrator of possible personal cost reimbursement at the time the employee is notified that an approved professional leave is being canceled.

Section 7. Association Leave

- a. Up to ten (10) days per year shall be available to the Association for employees to attend conferences, conventions, or other activities of the local, state and national affiliated organizations. This leave shall be cleared with the Superintendent or designee at least ten (10) school days in advance of the requested day of leave.
- b. An employee will be paid his or her regular salary while on Association leave; however, the cost of the substitute teacher will be at the expense of the Association.
- c. No more than four (4) days of Association leave may be taken by any one employee. No more than two (2) employees shall be absent on Association leave on any one day. A third Association member may be absent on any one day, providing a substitute can be employed.

Section 8. Extended Leaves of Absence

- a. Leave of absence may be requested by an employee. Such request shall be in writing, shall state the nature of the leave as well as the reasons for the request, and shall be submitted to the Superintendent well in advance of the date of the requested leave, and in no case less than ninety (90) days prior to the date of the requested leave.
- b. The Board of Directors shall make the final determination on approval or disapproval of any leave of absence. The Board's decision shall be final and binding, and not subject to any grievance and/or arbitration.
- c. Any employee on leave of absence shall not be entitled to employee benefits.
- d. Upon return from leave of absence, the employee shall not be given credit for advancement on the salary schedule, unless prior to the date of leave of absence, the Board of Directors agreed in writing to grant advancement on the salary schedule.
- e. Upon return from leave of absence, every effort shall be made to assign the employee to his/her former position; however, the administration may assign the employee to any position for which the employee is qualified. Such assignments shall not be subject to any grievance and/or arbitration.

Section 9. Religious Leave

Any employee whose religious affiliation requires the observance of religious holidays other than those scheduled in the school calendar will utilize personal leave, or unpaid leave if personal leave is unavailable.

Section 10. Minimum Units of Usage

The minimum unit of usage of any leave provided herein shall be one-fourth (1/4) day. If no substitute is required, or the employee misses 15 minutes or less of student contact, the 1/4th day can be waived at the discretion of the principal. Missed time to be made up as soon as possible, with the teacher being responsible to find a substitute for class time missed at no expense to the district.

Section 11. Part-time Employees Leaves

Part-time employees shall accrue and use leaves on a pro rata basis.

Section 12. Family and Medical Leave (FMLA)

The Superintendent can assign the use of up to 10 days of accumulated sick leave for staff members qualifying for FMLA, as long as the employee has not used more than five days of personal sick leave for the qualifying event. This leave must begin at the first day of the qualifying FMLA event or no later than 5 days after the FMLA qualifying event if personal sick leave has been utilized. FMLA and sick leave will run concurrent.

Section 13. Unpaid Leave

The Superintendent may grant an employee unpaid leave.

ARTICLE 4 HOLIDAYS AND VACATIONS

Section 1. Holidays

All employees shall be entitled to the following six (6) paid holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day and Independence Day.. No employee shall be required to perform duties on any of the six (6) holidays.

Section 2. Vacations

All employees shall receive the following unpaid vacation periods:

- a. The Friday after Thanksgiving Day.
- b. The Board reserves the right to convert a maximum of two (2) days of spring vacation into teaching days if the time is required to compensate for and make up any unforeseen loss of time due to weather or other emergency conditions.

ARTICLE 5 HEALTH AND SAFETY

Section 1. School Physical

Section 2. Safe Working Conditions

The Board shall exert every reasonable effort to provide and maintain safe working conditions for the employees. The Association will cooperate to that end by encouraging all employees to work in a safe manner. The Board and its representatives and all employees shall endeavor, in the course of performing their professional duties, to be alert to unsafe practices, equipment or conditions, and to report such unsafe practices, equipment and conditions to the Superintendent or designee. No person shall be personally held liable for any unsafe practice, equipment or condition as to which the person had no knowledge or had appropriately reported.

Section 3. Employees responsibility for Use and Care

Employees will be responsible for the proper use and care of materials, equipment and devices provided the employee. The employee shall be responsible for the replacement of lost or damaged equipment and devices resulting from negligent acts or omissions of the employee.

ARTICLE 6 WAGES

Section 1. Schedule

The salary of each employee covered by this contract shall be based on the regular salary schedule, which is attached hereto as Schedule A and made a part of this Agreement.

Section 2. Placement on Salary Schedule

- a. Credit for Experience: Credit on the employee salary schedule may be given for previous documented outside teaching experience.
- b. In areas that are identified as “teacher shortage areas,” the district may allow placement on the salary schedule step above the new staff member’s previous related experience, but at no time will a new staff member be placed on a higher step than a current employee in that position. If this option is used, the employee will be a probationary teacher for at least three years.
- c. Returning to the District: Any employee with previous teaching experience in the Dallas Center-Grimes Community School District shall, upon returning to the system, be placed on the salary schedule at the step and lane as of the date of the conclusion of their previous employment as provided in Section 3 of this Article. Employees who have had outside teaching experience since leaving the District will be eligible for additional credit for experience as provided in paragraph a. of this Section.

Section 3. Advancement on Salary Schedule

- a. Increments: Employees on the regular salary schedule shall be granted one (1) increment, or vertical step, on the salary schedule for each year of service to the maximum step on that lane with the exception of the 2024-2025, 2026-2027, and 2027-2028 contract years. In the 2024-2025, 2026-2027, & 2027-2028 contract years, the increment, or vertical step, shall be frozen for that contract year. To be eligible for advancement to the next increment step for the following year, an employee must have been employed for one (1) semester of the previous school year.
- b. Educational Lanes: Employees on a regular salary schedule who earn enough semester hours of credit to move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she must:
 - 1. All course work taken for lane advancement must be in the field of education. All references in this section to graduate, undergraduate, or renewal credits must be credits in the field of education.
 - 2. Have received the semester hours in the field of education or courses required for an advanced degree or certification program in education, or course work accepted by the Iowa Department of Education for license renewal credit.
 - 3. Take credits that count for teacher license renewal, but are not necessarily graduate or undergraduate credits. These will be referred to as renewal credits. A teacher may use a maximum of five license renewal credits toward advancement from one salary lane to the next.

Further, the employee must provide the Superintendent with written notification of his or her intent to “change lane” no later than January 15 of the preceding contract year in order to later apply for that change. This course work must be substantiated by grade transcriptions or a letter from the teaching professor or registrar indicating successful completion of the course(s) and grade(s) earned from an approved college or university no later than the second Friday of September of the affected contract year.

Staff members that do not meet the January 15 deadline, but wish to be considered for lane advancement for the following year, may apply in writing to the superintendent. The superintendent will keep a list, based on date filed, of staff members requesting lane advancement after January 15. This list will be called the “Lane Advancement Waiting List.” If a staff member that files by the 15th of January does not complete required classes and/or paperwork by the second Friday in September of that year, the first person, based on date filed, on the “Lane Advancement Waiting List” that completes all required course work and paper work by the second Friday in September of that year, will be allowed to replace that person on the lane

advancement list. The maximum number of lane advancements in any given year will be the number filed by January 15 of each year.

Nurses will be paid on the BA Lane and given credit for graduate nursing classes beyond the BA level by advancement in lanes. Fifteen (15) hours of continuing education for nursing will be counted to equal one credit (same as teachers). After 15 credits, nurses may change lanes to the next appropriate lane. BA+45 will be the top lane available to nurses, unless a master's degree is obtained.

Section 4. Method of Payment

a. Pay Periods: Each employee shall receive his/her pay in twelve (12) equal checks unless the employee elects to receive his/her pay in ten (10) equal payments. If the employee elects ten (10) equal payments, he/she must notify the Board Secretary in writing by September 1. Employees will receive their direct deposit slips electronically on the 20th day of every month. If the 20th of the month falls on a Saturday, Sunday or a holiday, employees will receive their paychecks on the last workday prior to the 20th of the month.

b. Exceptions

1. The Employer may hold back a new employee's pay until an Iowa teaching certificate, and transcript, including a statement of endorsements, is filed with the Board Secretary.

Section 5. Extended Contracts

For extended contract working days beyond the basic contract, such as guidance counseling and summer band, time worked will be paid on an hourly basis, based on the employee's regular salary. Summer driver education and supplemental assignments are not treated as extended contracts.

When changing extended contract assignments or time frames the administration will inform the affected employee(s) to clarify job duties and changes.

Section 6. School Calendar

The School Calendar is set by the Board and the number of total contract days as set forth herein to provide employees with notice thereof. Total contract days shall be 193 in number and shall include workdays, in-service days, and the holidays as provided in this Agreement. The in-service days, workdays, and holidays are considered days of service and compensation for the same is included in the employee's annual salary. Days of vacation are not considered as holidays or days of service. If attendance of employees is required when student attendance is not required, that day or days shall count as a contract day. At the discretion of the Board, vacation periods, except as otherwise provided in this Agreement, in-service days, workdays or weekdays in June, with the exception of holidays, may be convened into teaching days if the time is required to compensate for the make-up of any unforeseen loss of time due to weather, epidemic, etc. The Board shall not be liable for employees' salaries during the time schools are closed by order of the Board of Health or any civil authorities. However, full salaries will be paid for any time required to be made up as a result of the school having been closed.

The DC-G Board may add or subtract contract days annually. To adjust salaries based on adding or subtracting days, the average per diem teacher salary for that year, without contract changing days, will be calculated. Once calculated, that average teacher per diem amount will be added or subtracted from the base salary, based on the number of days added or subtracted.

Section 7. Salary Schedules A without TSS

2026-27/Schedule A/Salary Schedule without TSS

2026-27 PROPOSED SALARY SCHEDULE WITHOUT TSS								
(Does not include Teacher Salary Supplement Amount)								
Step Name	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	44,349	45,449	46,549	47,649	48,749	49,849	50,949	52,049
2	45,334	46,434	47,534	48,634	49,734	50,834	51,934	53,034
3	46,319	47,419	48,519	49,619	50,719	51,819	52,919	54,019
4	47,304	48,404	49,504	50,604	51,704	52,804	53,904	55,004
5	48,289	49,389	50,489	51,589	52,689	53,789	54,889	55,989
6	49,274	50,374	51,474	52,574	53,674	54,774	55,874	56,974
7	50,259	51,359	52,459	53,559	54,659	55,759	56,859	57,959
8	51,244	52,344	53,444	54,544	55,644	56,744	57,844	58,944
9	52,229	53,329	54,429	55,529	56,629	57,729	58,829	59,929
10	53,214	54,314	55,414	56,514	57,614	58,714	59,814	60,914
11	54,199	55,299	56,399	57,499	58,599	59,699	60,799	61,899
12	55,184	56,284	57,384	58,484	59,584	60,684	61,784	62,884
13	56,169	57,269	58,369	59,469	60,569	61,669	62,769	63,869
14	57,154	58,254	59,354	60,454	61,554	62,654	63,754	64,854
15		59,239	60,339	61,439	62,539	63,639	64,739	65,839
16		60,224	61,324	62,424	63,524	64,624	65,724	66,824
17			62,309	63,409	64,509	65,609	66,709	67,809
18			63,294	64,394	65,494	66,594	67,694	68,794
19			64,279	65,379	66,479	67,579	68,679	69,779
20			65,264	66,364	67,464	68,564	69,664	70,764
21			66,249	67,349	68,449	69,549	70,649	71,749
22			67,234	68,334	69,434	70,534	71,634	72,734
23				69,319	70,419	71,519	72,619	73,719
24						72,504	73,604	74,704
25						73,489	74,589	75,689
26								76,674
27								77,659
28								78,644
29								79,629
30								80,614
31								81,599

2027-28/Schedule A/Salary Schedule without TSS

2027-28 PROPOSED SALARY SCHEDULE WITHOUT TSS								
(Does not include Teacher Salary Supplement Amount)								
Step Name	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	45,999	47,099	48,199	49,299	50,399	51,499	52,599	53,699
2	46,984	48,084	49,184	50,284	51,384	52,484	53,584	54,684
3	47,969	49,069	50,169	51,269	52,369	53,469	54,569	55,669
4	48,954	50,054	51,154	52,254	53,354	54,454	55,554	56,654
5	49,939	51,039	52,139	53,239	54,339	55,439	56,539	57,639
6	50,924	52,024	53,124	54,224	55,324	56,424	57,524	58,624
7	51,909	53,009	54,109	55,209	56,309	57,409	58,509	59,609
8	52,894	53,994	55,094	56,194	57,294	58,394	59,494	60,594
9	53,879	54,979	56,079	57,179	58,279	59,379	60,479	61,579
10	54,864	55,964	57,064	58,164	59,264	60,364	61,464	62,564
11	55,849	56,949	58,049	59,149	60,249	61,349	62,449	63,549
12	56,834	57,934	59,034	60,134	61,234	62,334	63,434	64,534
13	57,819	58,919	60,019	61,119	62,219	63,319	64,419	65,519
14	58,804	59,904	61,004	62,104	63,204	64,304	65,404	66,504
15		60,889	61,989	63,089	64,189	65,289	66,389	67,489
16		61,874	62,974	64,074	65,174	66,274	67,374	68,474
17			63,959	65,059	66,159	67,259	68,359	69,459
18			64,944	66,044	67,144	68,244	69,344	70,444
19			65,929	67,029	68,129	69,229	70,329	71,429
20			66,914	68,014	69,114	70,214	71,314	72,414
21			67,899	68,999	70,099	71,199	72,299	73,399
22			68,884	69,984	71,084	72,184	73,284	74,384
23				70,969	72,069	73,169	74,269	75,369
24						74,154	75,254	76,354
25						75,139	76,239	77,339
26								78,324
27								79,309
28								80,294
29								81,279
30								82,264
31								83,249

Section 8. Supplemental Scattergrams /Schedule B

2026-27 Extra Duty Schedule					
Step 1	Step 2	Step 3	Step 4	Step 5	Category
4,435	4,878	5,322	6,209	6,652	Cat. A
3,548	3,991	4,435	5,322	5,765	Cat. B
3,326	3,548	3,770	4,324	4,657	Cat. C
2,772	2,994	3,215	3,659	3,991	Cat. D
2,550	2,772	2,994	3,437	3,659	Cat. E
1,774	1,996	2,217	2,328	2,439	Cat. F

2026-27 Extra Duty Schedule Percentages					
Step 1	Step 2	Step 3	Step 4	Step 5	Category
10.00%	11.00%	12.00%	14.00%	15.00%	Cat. A
8.00%	9.00%	10.00%	12.00%	13.00%	Cat. B
7.50%	8.00%	8.50%	9.75%	10.50%	Cat. C
6.25%	6.75%	7.25%	8.25%	9.00%	Cat. D
5.75%	6.25%	6.75%	7.75%	8.25%	Cat. E
4.00%	4.50%	5.00%	5.25%	5.50%	Cat. F

2027-28 Extra Duty Schedule					
Step 1	Step 2	Step 3	Step 4	Step 5	Category
4,600	5,060	5,520	6,440	6,900	Cat. A
3,680	4,140	4,600	5,520	5,980	Cat. B
3,450	3,680	3,910	4,485	4,830	Cat. C
2,875	3,105	3,335	3,795	4,140	Cat. D
2,645	2,875	3,105	3,565	3,795	Cat. E
1,840	2,070	2,300	2,415	2,530	Cat. F

2027-28 Extra Duty Schedule Percentages					
Step 1	Step 2	Step 3	Step 4	Step 5	Category
10.00%	11.00%	12.00%	14.00%	15.00%	Cat. A
8.00%	9.00%	10.00%	12.00%	13.00%	Cat. B
7.50%	8.00%	8.50%	9.75%	10.50%	Cat. C
6.25%	6.75%	7.25%	8.25%	9.00%	Cat. D
5.75%	6.25%	6.75%	7.75%	8.25%	Cat. E
4.00%	4.50%	5.00%	5.25%	5.50%	Cat. F

2026-27 and 2027-28 Supplemental Schedule B

Category A

Head Varsity Football	Head Varsity Boys Track	Head Varsity Strength Summer/Fall
Head Varsity Volleyball	Head Varsity Girls Track	Head Varsity Strength Winter/Spring
Head Varsity Boys Basketball	Head Varsity Boys Soccer	HS Instrumental Music
Head Varsity Girls Basketball	Head Varsity Girls Soccer	HS Vocal Music
Head Varsity Boys Wrestling	Head Varsity Softball	HS Yearbook Advisor
Head Varsity Girls Wrestling	Head Varsity Baseball	

Category B

Head Varsity Boys Cross Country	Head Varsity Boys Tennis	Head Varsity Show Choir
Head Varsity Girls Cross Country	Head Varsity Girls Tennis	Head HS Drama
Head Varsity Boys Golf	Head Varsity Dance	HS Musical
Head Varsity Girls Golf	E-Sports Coordinator	HS Vocal Music
		Director of Cheerleading/Competition Cheer

Category C

Assistant HS Football	Assistant HS Boys Track	Head HS Large Group Speech
Assistant HS Volleyball	Assistant HS Girls Track	Head 10-12 Indiv Speech
Assistant HS Boys Basketball	Assistant HS Boys Soccer	Head 9th Grade Large Group Speech
Assistant HS Girls Basketball	Assistant HS Girls Soccer	Assistant HS Instrumental Music
Assistant HS Wrestling Boys	Assistant HS Baseball	Head Varsity Jazz Band
Assistant HS Wrestling Girls	Assistant HS Softball	Head Varsity Jazz Choir
Assistant HS Cheerleading	HS Associate Head Strength Summer/Fall	MS Vocal Music
Assistant 7th/8th Instrumental Music	HS Associate Head Strength Winter/Spring	7th/8th Vocal Music Extra

Category D

Assistant HS Boys Cross Country	Head 7th/8th Football	Head 7th/8th Boys Track
Assistant HS Girls Cross Country	Head 7th/8th Volleyball	Head 7th/8th Girls Track
Assistant HS Boys Golf	Head 7th/8th Wrestling Boys	HS FFA
Assistant HS Girls Golf	Head 7th/8th Wrestling Girls	HS Show Band Director
Assistant HS Boys Tennis	Head 7th/8th Boys Basketball	Assistant HS Dance
Assistant HS Girls Tennis	Head 7th/8th Girls Basketball	Assistant Strength Summer/Fall
Head 7th/8th Cheerleading	Head 7th/8th Softball	Assistant Strength Winter/Spring

Head 7th/8th Show Choir

Category E

Assistant 7th/8th Football	Assistant 7th/8th Boys Basketball	HS Colorguard
Assistant 7th/8th Volleyball	Assistant 7th/8th Girls Basketball	HS Drumline
Assistant 7th/8th Boys Cross Country	Assistant 7th/8th Boys Track	HS Assistant Drumline/Frontline
Assistant 7th/8th Girls Cross Country	Assistant 7th/8th Girls Track	HS Debate/Mock Trial
Assistant 7th/8th Wrestling	Assistant 7th/8th Softball	Assistant HS Large Group Speech
Assistant HS Instrumental (Jazz II)	Assistant HS Show Choir	Assistant HS Indiv Events Speech
7th/8th Jazz Band I	Assistant HS Jazz Choir	Assistant 7th/8th Show Choir
Assistant HS Musical	Assistant HS Jazz Band	National Teacher Certification
Assistant 7th/8th Musical	High School Student Council	HS Drill Team
Assistant 7th/8th Cheerleading	High School National Honor Society	HS Asst. Drama

Category F

7th/8th Jazz Band II	High School Mock Trial	High School Key Club
Oak View Student Council	6th-8th Mock Trial	High School FCCLA
Oak View Yearbook/Video	HS Asst. Athletic Supervisor	High School Robotics
High School DECA	District Safety Lead	

Supervisory Duties

At Risk Ext Contract	Junior-Senior Prom	K-4 Elementary General Music
HS Voc Ag Ext Contract	High School Technology Std Assoc.	5-6 Elementary General Music
	Senior Class Sponsor	

ARTICLE 7 SUPPLEMENTAL ASSIGNMENTS

Section 1. Assignments

Supplemental assignments shall be issued at the Board's discretion and shall consist of those assignments included in Schedule B; Supplemental Pay Schedule attached hereto and made a part of this Agreement.

Section 2. Rate of Pay

The additional salary for each employee having supplemental assignments shall be based on the Supplemental Pay Schedule attached hereto as Schedule B and made a part thereof. Each employee will be placed on his/her proper step according to the assignment. Credit up to the fifth (5th) year on the Supplemental Schedule shall be given for previous outside experience in the area of the supplemental assignment upon initial employment.

Section 3. Advancement on Schedule

An employee with a Supplemental Assignment shall be granted one (1) increment or step on the Supplemental Schedule for each year of service to the maximum step.

Section 4. Pay Periods

Pay periods shall coincide with the regular pay periods.

Section 5. Regular Staff as Substitute Teacher Payment Pool

Substitute Pay for regular staff shall not to be paid from regular salary pool, but from substitute teachers' account.

ARTICLE 8 HOURS OF WORK

The workday for employees not having assignments shall consist of no more than eight (8) consecutive hours except as provided in this article. The workday shall include a duty-free lunch of at least twenty-four (24) minutes.

Section 2. Late Arrival/Early Departure

The parties agree that the principals have the authority to grant an employee permission to arrive after the start of the workday or leave prior to the close of the workday.

Section 3. Days Before Vacations or Holidays and Fridays

On Fridays and on days before vacations or holidays, employees may depart school after all of their respective responsibilities have been concluded as designated in each building's employee handbook.

Section 4. Faculty Meetings

Teachers will be paid \$25.00 per hour curriculum and staff development work outside the regular contract.

Section 5. Evening Meetings

Employees may be required to attend no more than four (4) evening meetings each year at no additional salary. Meetings will be no longer than three (3) hours in length and start no later than 7:00 p.m.

Section 6. Attending Evening Events

Employees may depart school after all their responsibilities have been completed when they are required to attend an evening meeting. Employees must check out with building principals.

Section 7. School Nurse Hours

The hours for the nurses will be determined by the staff member's contract. School nurses will have the

same contractual responsibilities as all other staff members included in the bargaining unit.

Section 8. Planning Time

Teachers will be provided planning time during contract hours on days that follow a regular schedule. (Changes in a regular schedule include, but are not limited to: late start, early dismissal, field trips, assemblies, and other activities that take teachers from their regular schedule.)

ARTICLE 9 JOB CLASSIFICATION

Each employee shall be given written notice of his/her placement on the salary schedule and supplemental pay schedule, if applicable, for the forthcoming year at the time his/her individual contract is issued.

ARTICLE 10 COMPLIANCE CLAUSES AND DURATION

Section 1. Separability

Should any Article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, section and clauses shall remain in full force and effect.

Section 2. Printing Agreement

Copies of this Agreement shall be printed, prepared and made available in acceptable electronic format at the expense of the Board. Within thirty (30) days after the Agreement is signed, the Agreement shall be presented provided in an acceptable electronic format to all employees now employed and thereafter employed.

Section 3. Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to any provisions of this Agreement, either party shall do so by telegram or letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

- a. If by the Association, to the Board in care of the Superintendent, Dallas Center-Grimes Community School District, 2405 W. 1st Street, Grimes, Iowa 50111.
- b. If by the Board, to the Association in care of the President of the Association, at the school building address of the President of the Association.

Section 4. Effect of Agreement

This Agreement supersedes and cancels all previous collective bargaining agreements between the Board and the Association and constitutes the contract agreement between the parties, and concludes collective bargaining for its term. Both parties must agree to permit reopening negotiations for the July 1, 2027 to June 30, 2028 term at the request of either party on any topic. Both parties agree to permit reopening negotiations for July 1, 2028 to June 30, 2029, for July 1, 2029 to June 30, 2030, and for July 1, 2030 to June 30, 2031.

The agreement shall remain in full force and effective from July 1, 2026 to June 30, 2031.

The agreement shall automatically continue in effect from year to year thereafter unless either party gives the other party written notice of its desire to modify or terminate this Agreement on or before January 1, each year of the contract.

Section 5. Signature Clause

In witness whereof, 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 the 27th day of April 2026.

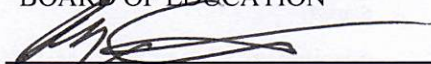
DALLAS CENTER-GRIMES
EDUCATION ASSOCIATION

Tom Clark

Tom Clark / Apr 26, 2026 07:49:45 CDT

Chief Negotiator

DALLAS CENTER-GRIMES
BOARD OF EDUCATION



President



Chief Negotiator

DC-G MASTER CONTRACT 2026-2027 & 2027-2028

Final Audit Report

2026-04-24

Created:	2026-04-23
By:	Jami Boege (jami.boege@dcgschools.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQORT-GnBkUfkUASfqmUm9-lc_yD0rlTx

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-  Document created by Jami Boege (jami.boege@dcgschools.com)
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