



FOREST CITY COMMUNITY SCHOOL DISTRICT
EXCELLENCE. COMMITMENT. OPPORTUNITY.

COMPREHENSIVE MASTER AGREEMENT

BETWEEN

**FOREST CITY COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS**

AND

FOREST CITY EDUCATION ASSOCIATION

**2025-2026
2026-2027**

TABLE OF CONTENTS

ARTICLE 1		
	DEFINITIONS	4
A.	Board, Employer, or School District	4
B.	Employee	4
C.	Superintendent	4
D.	Association	4
E.	Per Diem	4
ARTICLE 2		
	GRIEVANCE PROCEDURE	5
A.	Definitions	5
B.	General Provisions	5
C.	Procedure	5
1.	First Step	5
2.	Second Step	5-6
3.	Third Step	6
ARTICLE 3		
	HOURS OF WORK	7
A.	Regular Work Day	7
B.	Exceptions	7
C.	Duty-Free Lunch	7
D.	Weather and Snow Closing	7
ARTICLE 4		
	WORK YEAR, HOLIDAYS AND VACATIONS	8
A.	Work Year	8
B.	Holidays	8
C.	Vacations	8
D.	Early Dismissals	8
ARTICLE 5		
	LEAVES OF ABSENCE	9
A.	Personal Illness and Family Illness/Emergency Leave	9-10
B.	Extended Illness Leave	10
C.	Personal Leave	10
D.	Jury Duty Leave	10
E.	Professional Leave	10
F.	FMLA Leave	11

G.	Adoption Leave	11
H.	Extended Leaves of Absence	11
I.	Unpaid Leaves of Absence – General	12
J.	Unpaid Leaves of Absence - Travel	12
K.	Sick Leave Bank	12-13

ARTICLE 6

WAGES AND SUPPLEMENTAL PAY		14
A.	Initial Placement on the Salary Schedule	14
B.	Horizontal Advancement on the Salary Schedule	14
C.	Salary Schedule and Requirement for Negotiated Salary Increases	14-15
D.	Extended Contracts	15
E.	Method of Payment	15
F.	Supplemental Pay	15
G.	Activity Tickets	15
H.	Raise, Teacher Remediation, and/or Reprimand	15

ARTICLE 7

HEALTH AND SAFETY MATTERS		16
A.	Physical Fitness - New Employees	16
B.	Safety Matters	16

ARTICLE 8

SENIORITY		17
A.	Seniority Determination	17
B.	Seniority List	17

ARTICLE 9

DUES DEDUCTION		18
F.	Other Deductions	18
G.	Indemnification	18

ARTICLE 10

DURATION AND SIGNATURE		19
A.	Duration	19
B.	Signature Clause	19

APPENDIX A

SALARY SCHEDULE	20-21
SUPPLEMENTARY SCHEDULE	22-23

ARTICLE 1 DEFINITIONS

A. Board, Employer, or School District

As used in this Agreement, the terms "Board", "Employer", or "School District" shall mean the Board of Directors of the Forest City Community School District, or its authorized representatives.

B. Employee

As used in this Agreement, the term "employee" shall mean all professional employees represented by the Association including employees who perform the duties of regular full-time or part-time teacher, guidance counselor, librarian, Title I teacher, student service coordinator, study skills teacher, alternative high school teacher, media coordinator, or technology director.

The term "employee" does not include temporary or substitute employees.

C. Superintendent

As used in this Agreement, the term "Superintendent" shall mean the Superintendent, or his/her designee.

D. Association

As used in this Agreement, the term "Association" shall mean the Forest City Education Association, or its authorized representatives or agents.

E. Per Diem

As used in this Agreement, the term "per diem" shall mean the daily wage of all professional employees determined by dividing the individual professional employee's annual placement on the salary schedule by 190 days. Any days that exceed the 190 days required by contract need to be paid at a per diem rate.

ARTICLE 2 GRIEVANCE PROCEDURE

A. Definitions

A "grievance" shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of a specific provision of this Agreement not expressly excepted from the grievance procedure.

The term "days" excludes Saturdays, Sundays and Holidays, and days recognized as vacation days under Article 4.

B. General Provisions

1. Every employee or third party on their behalf shall have the right to present grievances in accordance with these procedures.
2. The failure of a grievant to act on any grievance within the prescribed time limits 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 of the parties involved.
3. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the work activities of the grieving employee.
4. In matters dealing with alleged violations in those areas over which a supervisor has no authority to grant the appropriate relief, and in all cases in which the decision being grieved is a decision which was made by the Superintendent, the grievance shall be initiated at the Third Step. The time limits for filing a grievance at the Third Step shall be the same as the time limits for filing at the Second Step.
5. 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.

C. Procedure

1. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between the complainant and his or her principal/director.

2. Second Step

If the grievance cannot be resolved informally within fifteen (15) days from the date of the occurrence of the act or omission giving rise to the grievance, the grievant shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal/directors. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement that have been violated, and shall state the remedy requested.

The principal/director shall make a decision on the grievance and communicate it, in writing, to the grievant and the Superintendent within five (5) days after receipt of the grievance.

3. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within ten (10) days of the principal's/director's written decision at the second step, a copy of the grievance with the Superintendent.

Within five (5) days after such written grievance is filed, the grievant and the Superintendent shall meet to resolve the grievance.

The Superintendent shall file an answer within five (5) days of the third step grievance meeting and communicate it in writing to the grievant and the principal/director.

ARTICLE 3 HOURS OF WORK

A. Regular Work Day

The regular work day shall be eight (8) hours. Each teacher will decide his/her times, which will include the period 8:00 a.m. to 3:30 p.m. Building principals will determine starting times for their faculty meetings only. Employees shall not be required to attend meetings with starting times before 7:30 a.m. or after 3:45 p.m.

The time schedule for in-service days will be established by the administration and staff shall be notified of the time schedule in advance of the in-service day.

B. Exceptions

On Fridays, days before vacations or holidays, teachers may leave after all buses have left the individual attendance centers. On days where school is dismissed for inclement weather, teachers may leave once their building principals have been given assurances that buses will be able to complete their routes.

C. Duty-Free Lunch

Teachers will not be required to perform duties during their lunch period. Teachers' lunch period will be the same length as scheduled for students in their building.

D. Weather and Snow Closing

In case of severe weather, the staff should listen to radio station KLOW or KIMT/11V for cancellation of school or adjustments to the start or release time. In the event of school running late, the staff will report at the adjusted time, e.g. if school starts one hour late, staff will report one hour late.

ARTICLE 4

WORK YEAR, HOLIDAYS AND VACATIONS

A. Work Year

The work year for employees shall consist of the following: the required days would be those mandated by statute or Iowa Code.

1. 180 teaching workdays per year (including the PTS Conference dates during the school year)
2. 9 non-teaching workdays per year. 2025-26 are August 15, 18-22, November 7, January 19, and April 6. Days for 2025-26 are to be determined (TBD).
3. 1 paid holiday per year - Dec 25, 2025 and December 25, 2026

One day of service shall be equal to 1/190th of an employee's salary.

B. Holidays

In addition to the days set out in Section A, employees shall be entitled to the following holidays:

1. Fourth of July – July 4, 2025 and July 3, 2026
2. Labor Day – September 1, 2025 and September 7, 2026
3. Thanksgiving – November 27, 2025 and November 26, 2026
4. Christmas Day – December 25, 2025 and December 25, 2026
5. New Year's Day – January 1, 2026 and January 1, 2027
6. Friday Before Easter – April 3, 2026 and March 26, 2027
7. Memorial Day – May 25, 2026 and May 31, 2027

No employee shall be required to perform duties on any of these holidays.

C. Vacations

The following periods will be vacation periods for all employees:

1. September 1, 2025 and September 7, 2026
2. November 26, 27, 28, 2025 and TBD 2026
3. December 24, 2025 through January 1, 2025 and TBD 2026
4. March 2, 2026 through March 6, 2026 and TBD 2027
5. April 3, 2026 and March 26, 2027
6. May 25, 2026 and May 31, 2027

D. Early Dismissals

Employees will be dismissed at 2:00 p.m. on the last contract day before the following holidays: Labor Day, Thanksgiving, Christmas, and Memorial Day.

ARTICLE 5 LEAVES OF ABSENCE

A. Personal Illness and Family Illness/Emergency Leave

1. Staff members will be allowed sick leave for temporary disabilities as follows:

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

Over and above 1 through 6 at board discretion up to 20 days.

Beyond the fifth year of employment fifteen days are granted cumulative to one hundred ten (110) days for all employees actively employed prior to July 1, 2013. Beyond the fifth year of employment fifteen days are granted cumulative to ninety (90) days for all employees actively employed after July 1, 2013. The above amounts apply only to consecutive years of employment in the same school district.

2. Sick leave benefits are restricted to accumulated sick leave days earned by the individual staff member. Should the personal illness occur after or extend beyond the accumulated sick leave allowance the employee will be allowed a leave of absence without pay for the time period the employee is disabled.
3. For the individual employee who has a pregnancy condition the individual employee may take up to eight (8) consecutive calendar weeks of Personal Illness Leave with pay (restricted to accumulated sick leave days earned by the individual staff member). Any number of days used during the first eight (8) weeks not covered by accumulated sick leave may be covered by Family & Medical Leave without pay. Beyond the original eight (8) weeks the same employee may take up to an additional four (4) weeks of Family and Medical Leave without pay. The total combination of days taken must be consecutive days. The weeks listed above will commence at birth.
4. The employee shall notify the superintendent or his designee as soon as the necessity for taking sick leave becomes known to the employee. The employee may continue to work as long as he/she is physically able.
5. The employee, while taking sick leave under these provisions, shall keep the superintendent, or his designee, informed of the duration of the disability and the expected date of return to duty. When deemed necessary the Board of Education may require a staff member to submit a statement from an attending physician as to the temporary disability. The employee should return to work as soon as a physician determines the individual is capable of performing the work.
6. The employee who is unable to work because of personal illness or temporary disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or temporary disability through the end of the school year. Insurance coverage shall be continued at the negotiated rate until the insurance policy anniversary date for employees who have exhausted all sick leave and have been placed on leave without pay.

7. Days may be deducted from accumulated sick leave for the employee to attend to the illness of a child or spouse. When leave days are required due to the critical illness and/or bereavement of the death of a relative, sick leave days may be utilized. Also, when the presence of a staff member is necessary to attend the funeral of a friend or act in the capacity of pallbearer, days missed may be used under this policy.
8. Staff who have not used any sick days in a school year will receive a \$200 stipend. Staff who give days to the Sick Leave Bank will not have this count against them.

B. Extended Illness Leave

1. Employees who are advised of a health condition which may require absence for more than five (5) days (e.g.: scheduled corrective surgery, required therapy) shall inform their immediate supervisor as soon as practical so that arrangements may be made for effective transition of responsibilities to a qualified substitute. A statement from the physician giving approval for the employee to continue work and recommending the date on which the employee should go on leave may be required.
2. Employees on extended sick leave should report for work as soon as the individual is capable of performing duties following surgery, or other such causes for the leave. Should there be medical reasons supported by evidence from the attending physician, the leave will be extended. Pay provisions will be coordinated with sick leave benefits. At any time, the District may require additional statements be provided by the employee from the physician.
3. Upon returning to work, the employee must present medical evidence that he/she is physically capable of returning to work.

C. Personal Leave

1. Two days of personal leave per school year will be granted for professional staff members. Notification will be submitted to the superintendent through the building principal. The administration may limit the number of employees leaving on the same day to the number of available substitutes. At the end of the school year any unused days shall be reimbursed at a rate of the approved substitute teacher per day rate of pay for the school year.
2. The cost of the substitute for the first and second day taken will be borne by the district.

D. Jury Duty Leave

In the absence of extraordinary circumstances personnel in the school system may be excused for jury duty. In order that no employee shall suffer financial loss because of such absence, the difference between their normal salary and the compensation received for jury duty shall be paid.

E. Professional Leave

Requests for professional leave are to be submitted to the superintendent through the building principals. If possible, requests should be made 30 days in advance of the workshop, in service session, or professional visit. All requests will be submitted for board approval unless the days requested precede a board meeting, in which case the superintendent will approve or deny the request.

For teachers, professional leave should be such that it will complement professional growth.

F. FMLA Leave

Employees will be provided FMLA leave in accordance with Board Policy 404.2.

G. Adoption Leave

An employee may be granted a paid leave of absence, not to exceed a total of ten (10) consecutive calendar days, starting the first day that custody is granted. Such paid leave days shall be charged to the employee's accrued sick leave. If both husband and wife are employees, each shall have the opportunity to use this provision. If the adoption is that of a newborn, and the employee is designated primary caregiver, the Superintendent may grant additional paid leave of absence, not to exceed a total of thirty (30) consecutive days from the date of birth.

H. Extended Leaves of Absence

The Board may grant an employee an extended leave of absence without pay providing the following stipulations are adhered to:

1. Written requests for leaves, stating reasons and duration, are to be submitted to the Board.
2. Only one semester or one full school year or two full school years leave requests will be considered (with the exception of No.9 stated below).
3. Two-year leaves of absence will be considered only for teachers planning to teach abroad. In the event an employee's situation changes and he/she plans to return following one-year absence, written notice of this intent must be received by the Board on or before March 1 prior to the contract year.
4. To qualify for a first leave of absence, an employee must have five or more years of experience in the Forest City Schools before consideration will be given.
5. One leave of absence will be granted during each ten-year period of employment. A leave of absence does not constitute a portion of the succeeding ten-year period of consecutive employment. The second leave of absence may not be taken until ten consecutive years of employment have elapsed since the first leave of absence.
6. Full year, two years, and first semester applications must be submitted on or before the deadline for returning contracts for the ensuing school year (April 15 or 21 days following issuance). Leave requests for second semester only must be submitted on or before the Regular October Board Meeting.
7. Final approval will not be granted until a suitable, temporary replacement is contracted.
8. Upon return from an extended leave of absence, the Board agrees to re-employ the employee in the same position or, if that position has been abolished, a position assigned by the Board. Salary schedule placement will not be interrupted.
9. In cases involving illness, the above guidelines may be waived by the Board.
10. Notification date for a teacher granted a one year leave of absence is March 15, as to whether or not they will be returning.

I. Unpaid Leaves of Absence - General

1. Absence without pay may be authorized by the superintendent and principal for purposes considered urgent, necessary, or unique. For such absences, deductions from the employee's salary will be made in accordance with the school district's pay deduction regulations.
2. An involuntary absence where prior notice was not possible may be excused by the superintendent. The employee shall make application as soon as possible to request approval for such absence.
3. Other absences than those herein provided for, or failure to follow the foregoing regulations, may be deemed to be neglect of duty and may be sufficient grounds for dismissal.

J. Unpaid Leaves of Absence - Travel

The superintendent may approve an absence of one to five days for an unusual opportunity for vacation travel if the following criteria are met:

1. Must have completed a minimum of three (3) years of teaching experience in the Forest City Schools.
2. Requests will be allowed for up to a maximum of five days per five-year period. The number of days utilized may range from one to five for any one request; however, regardless of the number of days requested, no more than two requests per five-year period may be approved.
3. Part-time employees may apply for "like" days if all other criteria have been met (i.e. up to five one-half days by a staff member currently teaching one-half time).
4. No other type of leave may be utilized in conjunction with or to extend an approved Absence Without Pay leave.
5. Requests will be submitted to the superintendent through the building principal.
6. Violation will be handled according to Paragraph Three, Board Policy 404.9.

K. Sick Leave Bank

1. Individual bargaining unit members may contribute up to three (3) sick leave days per year to other employees who are eligible as provided in paragraph 3. The total of all sick leave donations shall not exceed sixty (60) days per year. On or before September 10, the Association will notify the Superintendent of the names of individuals who contribute sick leave and the amount of sick leave which they will contribute. If the number of days offered for donation exceeds sixty (60) days, then priority in donation shall be given to employees who have accumulated less than seventy (70) days of sick leave as of July 1 of the contract year in which a sick leave donation is requested.
2. There will be no carryover of donated sick leave days from year to year. Donated sick leave days will not be returned to the donor.
3. Donated sick leave days will be available only to those employees who: (1) have accumulated less than seventy days of sick leave as of July 1 of the contract year in which a sick leave donation is requested, (2) have donated at least one (1) day of sick leave to the sick leave bank, (3) have used all of their paid leave days (sick leave days

and personal leave days), (4) have not yet met the elimination period for long term disability insurance, and (5) suffer from a serious health condition as defined in the Family and Medical Leave act, 29 Code of Federal Regulations '825.114. Donated sick leave days will not be available to an employee on a day-to-day basis, that is, donated sick leave days will not be available for brief absences such as one or two days.

4. Requests for the use of donated sick leave days will be submitted to a representative of the Board and a representative of the Association on a form provided by the District. The decision of whether to provide donated sick leave benefits to an employee and the number of donated sick leave days to allocate to the employee shall be made by mutual agreement of the representative of the Board and the representative of the Association. Up to twenty (20) donated sick leave days per year will be allocated to each eligible participant. If an employee's absence which is eligible for sick leave bank usage exceeds twenty (20) days and if there are days remaining in the sick leave bank at the end of the school year, then any days remaining in the sick leave bank at the end of the school year will be allocated to employees on a pro-rata basis.

L. Paternity Leave

1. An employee may be granted a paid leave of absence, not to exceed a total of ten (10) consecutive calendar days, in the case of the employee becoming a father. Such paid leave days shall be charged to the employee's accrued sick leave. Employees who are eligible for unpaid leave for the birth of a child under the provisions of the Family and Medical Leave Act (FMLA) will be granted leave in accordance with the FMLA and Board Policy. If both husband and a wife are eligible for family and medical leave and are employed by the District, such leave for adoption will be limited to a combined total of twelve (12) weeks during a twelve-month period.

ARTICLE 6 WAGES AND SUPPLEMENTAL PAY

A. Initial Placement on the Salary Schedule

Previous experience may be granted to new employees if said experience is within the last ten years. If the welfare of the school or the qualifications and experience of the applicant justifies placement on the salary schedule above the vertical experience step for which qualified, appropriate placement may be authorized by Board action.

B. Horizontal Advancement on the Salary Schedule

To advance horizontally on the salary schedule beyond the B.A. level, additional hours must be at the graduate level. Credit at the B.A. level may be in any graduate program. Credit will be granted at the M.A. level only for work done in the major teaching field; unless requested in writing to the superintendent. Any person at the M.A. level or above must receive pre-approval in writing from the superintendent for credit for lane advancement on the salary schedule. If course work is not approved for credit the teacher affected may request that a committee consisting of two administrators (not the teachers building administrator), two Forest City Community School District board members and two Forest City Education Association members be formed to determine the merit of the request. Upon reaching a unanimous consensus (6-0) then the committee's recommendation will be accepted by the superintendent and the Forest City Community School District Board of Education. If no consensus is reached the original decision by the superintendent will stand.

Any staff member currently working on courses (graduate credit) beyond the M.A. level will need to meet with the superintendent to gain approval. If approval is not granted the teacher can request the committee review it as is stated in the master contract. (Grandfather Rule).

Any professional development offered by the district starting with the 2009-2010 school year will be accepted for lane advancement. Documentation by the employee is still required as to the completion of requirements.

Advancement on the schedule can be made only once per year at the beginning of the fall semester. Employees who wish to advance from one (1) educational lane to another shall inform the superintendent with the intent to advance by January 1 and file suitable evidence of additional credit with the Superintendent no later than September 10th.

Horizontal lane advancements amount will be \$2,000 starting the 2008-2009 school year. This is not retroactive.

C. Salary Schedule and Requirement for Negotiated Salary Increases

The salaries of full-time employees are set forth in the salary schedule attached to this Agreement as Appendix A. The salaries of part-time employees shall be at a ratio proportionate to their part-time service.

In order to obtain the negotiated salary increase for the contract year, an employee must sign and return his/her continuing contract by at least the twenty-first day following the delivery date or the date that proof that delivery was attempted.

Beginning with the 2009-2010 contract year, all Phase II and Basic Educator Quality (Basic Teacher Compensation) money shall be integrated into the regular salary schedule. In the next two years, any and all additional legislative salary funds shall be automatically applied to and

included in each individual's regular salary. The parties agree if any of these categorical dollars (Phase II, Basic Teacher Compensation, Other) are reduced or eliminated the funds will be taken out of the salary schedule and all individual salaries will be adjusted accordingly.

D. Extended Contracts

Employees who perform work beyond the one hundred ninety (190) days of the regular work year shall be compensated according to the per diem rate for their salary schedule base salary.

E. Method of Payment

1. Employees shall be paid once each month on the twenty-fifth (25th) day of the month. When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their pay on the last previous working day.
2. At the employee's choice, employees shall receive their paycheck at their regular building or by direct deposit.
3. Other than paychecks for summer school teachers, summer paychecks shall be mailed to the address designated by the employee, or shall be automatically deposited, on or before the pay period day specified in Section D (1).

F. Supplemental Pay

Supplemental pay generator base: \$31,600 for 2025-26 and \$32,800 for 2026-27.

Employees who are assigned extracurricular duties shall be compensated as provided in the Supplemental Salary Schedule.

The supplemental salary schedule is divided into three tiered groups and shall receive salary increases by group as negotiated each year.

G. Activity Tickets

1. Single employees will be required to work three (3) activities and employees with a spouse or a family will be required to work four (4) activities and shall receive in exchange an activity pass for their immediate family. Single employees may choose to work four (4) activities in exchange for an activity pass for themselves and a guest.
2. Employees will be given the opportunity to sign-up for the events (duties) of their choice, and this sign-up will be taken into account when assignments are made.
3. The duty roster positions will be listed on the sign-up sheets. No one should be placed on more duties than the master contract dictates. (Single or Family) Should anyone be placed on the duty roster for additional duties, they will be able to choose which one(s) they can decline doing. The district will be responsible for finding a substitute to fill in on this situation.
4. Any duties above and beyond the number required will be on a voluntary basis only.

H. Raise, Teacher Remediation, and/or Reprimand

1. A teacher shall not receive the pool raise or any other salary increase if they have been put on a remediation plan the previous year of a pool raise. The teacher will only receive half of the pool raise if they receive a letter of reprimand.

ARTICLE 7 HEALTH AND SAFETY MATTERS

A. Safety Matters

The Board shall endeavor to provide and to maintain a safe place of employment. All employees shall endeavor in the course of the performance of their duties associated with their employment to be alert to unsafe practices, equipment, or conditions, and to report any such unsafe practice, equipment, or conditions to their immediate supervisor. At the start of each school year, the Emergency Plan will be discussed so everyone knows the appropriate procedures in the event of an emergency in the district.

ARTICLE 8 SENIORITY

A. Seniority Determination

Seniority shall be District wide and shall be computed from the date of first service in the district in the bargaining unit. Layoff/staff reduction and approved leaves of absence shall not constitute a break in service. Seniority shall continue to accrue during periods of layoff/staff reduction and approved leaves of absence. If two (2) or more employees have the same seniority date, the relative order of seniority, for purposes of this Agreement, shall be determined by drawing lots. In the event that an employee is employed in the District after having performed services in the District under a sharing (28 E) agreement, that employee shall receive seniority based upon his/her first date of shared service in the District.

B. Seniority List

No later than September 30 of each school year, the Board shall post in all buildings and deliver to the Association a list showing the seniority of each employee employed by the Board and the employee's area(s) of certification. Thereafter, the Board will immediately notify the Association of any changes in said list or its contents.

Within fourteen (14) calendar days after the list is posted, an employee who disagrees with his/her seniority calculation must file a written notice with the Superintendent. If no notice is filed within fourteen (14) calendar days after the list is posted, the list will be determined to be accurate.

ARTICLE 9 DUES DEDUCTION

A. Other Deductions

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, charitable donations, insurances, and other programs approved by the Board and the Association.

B. Indemnification

The Association agrees to indemnify and hold harmless the Board, each individual member of the Board and all employees of the Board against all claims, costs, suits or other liability and all court costs arising out of the application of the provisions of this Article.

**ARTICLE 10
DURATION AND SIGNATURE**

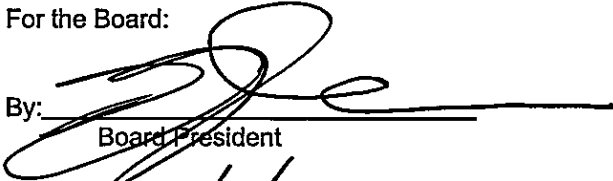
A. Duration

This Agreement shall be effective on July 1, 2025, and shall continue in effect until June 30, 2027.

B. Signature Clause

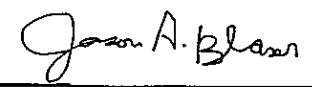
IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the dates indicated below.

For the Board:

By: 
Board President

Date: 2/3/25

For the Association:

By: 
Association President

Date: 2/26/2025

**APPENDIX A
SALARY SCHEDULE**

2025-26 BASE SALARY SCHEDULE

STEPS	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
GENERATOR BASE	\$36,800	\$36,800	\$36,800	\$36,800	\$36,800	\$36,800	\$36,800
LANE/EDUCATION BASE INCREASE	\$0	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
TSS(1) for New Hires (Base)*	\$5,814	\$5,890	\$6,038	\$6,069	\$6,182	\$6,224	\$6,290
	<u>\$42,935</u>	<u>\$45,202</u>	<u>\$47,532</u>	<u>\$49,862</u>	<u>\$52,192</u>	<u>\$54,522</u>	<u>\$56,852</u>
TSS(2) -Minimum Salary Supplement*	\$7,386	\$5,310	\$3,162	\$1,131	\$0	\$0	\$0
New Teacher Pay (Years 0-12)	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>
TSS(3) Minimum Salary +12 Years*	\$12,000	\$12,000	\$12,000	\$12,000	\$11,018	\$8,976	\$6,910
New Teacher Pay (Year 13)	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>

Annual Increase Per FTE 2025-2026 \$2,135

Forest City Community School District has a non-traditional salary schedule with salaries determined by generator bases lanes and years of service.

* District teacher salary supplement (TSS) amounts have been estimated at this time due to pending legislative action. Upon issuance of the district's allocation of TSS for the 2025-26 fiscal year by the Iowa Department of Management allocations will be determined. If these allocations increase contract amounts, contract adjustments will be issued to affected teachers on or before the first payment of the 2025-26 contract (September 25, 2025).

2026-27 BASE SALARY SCHEDULE

STEPS	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
GENERATOR BASE	\$38,800	\$38,800	\$38,800	\$38,800	\$38,800	\$38,800	\$38,800
LANE/EDUCATION BASE INCREASE	\$0	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000	\$12,000
TSS(1) for New Hires (Base)*	\$5,859	\$5,928	\$6,035	\$6,066	\$6,145	\$6,212	\$6,274
	<u>\$44,659</u>	<u>\$46,728</u>	<u>\$48,835</u>	<u>\$50,866</u>	<u>\$52,945</u>	<u>\$55,012</u>	<u>\$57,074</u>
TSS(2) -Minimum Salary Supplement*	\$5,341	\$3,272	\$1,165	\$0	\$0	\$0	\$0
New Teacher Pay (Years 0-12)	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,000</u>	<u>\$50,866</u>	<u>\$52,945</u>	<u>\$55,012</u>	<u>\$57,074</u>
TSS(3) Minimum Salary +12 Years	\$12,000	\$12,000	\$12,000	\$11,134	\$9,055	\$6,988	\$4,926
New Teacher Pay (Year 13)	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>	<u>\$62,000</u>

Annual Increase Per FTE 2026-2027 \$2,000

Forest City Community School District has a non-traditional salary schedule with salaries determined by generator bases lanes and years of service.

* District teacher salary supplement (TSS) amounts have been estimated at this time due to pending legislative action. Upon issuance of the district's allocation of TSS for the 2026-27 fiscal year by the Iowa Department of Management allocations will be determined. If these allocations increase contract amounts, contract adjustments will be issued to affected teachers on or before the first payment of the 2026-27 contract (September 25, 2026).

TEACHER SALARY SUPPLEMENT
(TEACHER QUALITY / TEACHER QUALITY & PHASE II)

On March 27, 2024, Governor Reynolds signed House File 2612 into law which, among other things, established new minimum salaries for teachers. Under this new law, effective July 1, 2024, the salaries for new teachers must be at least \$47,500 and \$50,000 as of July 1, 2025, and the salaries for teachers with at least 12 years of experience must be at least \$60,000 as of July 1, 2024 and \$62,000 as of July 1, 2025 (1). The legislature will provide additional funding allocations through Teacher Salary Supplement (TSS) funds to assist school districts in reaching these minimum salaries. Any remaining TSS funding provided to the district that is unallocated to teachers will be paid in June of each year with the exception of the ability to withhold up to 2.0 teacher equivalents in TSS funding for reserves. This will be known as TSS(4).

Out of the total **TSS(1)** dollars received 71.67% is divided equally and 28.33% is divided according to base salary percent of total salaries (old phase II calculation).

2025-26 and 2026-27 SUPPLEMENTARY SCHEDULE

Generator Base
2025-2026
\$31,600 1
\$31,600 2
\$31,600 3
\$760.00 Practice Coach

Generator Base
2026-2027
\$32,800 1
\$32,800 2
\$32,800 3
\$760.00 Practice Coach

Baseball

Head Coach	18.95%	1
Assistant	13.28%	2
Freshmen	11.42%	3
Asst JJV	11.42%	3

Boys Basketball

Head Coach	18.95%	1
Assistant	13.28%	2
Sophomore	11.42%	3
Freshmen	11.42%	3
7 Coach	6.98%	3
8 Coach	6.98%	3

Girls Basketball

Head Coach	18.95%	1
Assistant	13.28%	2
Sophomore	11.42%	3
Freshmen	11.42%	3
8 Coach	6.98%	3
7 Coach	6.98%	3

Cross Country

Head Coach	13.92%	1
Assistant	10.33%	2
MS Coach	6.98%	3

Football

Head Coach	18.95%	1
Assistant	13.28%	2
Assistant	13.28%	2
Assistant	13.28%	2
9/10	11.42%	3
9/10	11.42%	3
8th Head Coach	6.98%	3
7th Head Coach	6.98%	3
8th Assistant	5.24%	3
7th Assistant	5.24%	3

Golf

Head Coach	13.14%	1
Assistant	9.18%	1

Girls Softball

Head Coach	18.95%	1
Assistant	13.28%	2
Freshmen	11.42%	3
8th Head Coach	6.98%	3
7th Head Coach	6.98%	3

Boys Track

Head Coach	16.38%	1
Assistant	11.95%	2
Assistant	11.95%	2
8 Coach	6.98%	3
7th Head	6.98%	3

Girls Track

Head Coach	16.38%	1
Assistant	11.95%	2
Assistant	11.95%	2
8 Coach	6.98%	3
7 Coach	6.98%	3

Volleyball

Head Coach	18.95%	1
Assistant	13.28%	2
Assistant	13.28%	2
H.S. Practice	5.45%	3
8 Coach	6.98%	3
7 Coach	6.98%	3

Wrestling

Head Coach	18.95%	1
Assistant	13.28%	2
Assistant	13.28%	2
MS Coach	6.98%	3
M.S. Assistant	5.24%	3

Bowling

Head Coach	8.38%	2
------------	-------	---

Practice Coaches

H.S. Practice
M.S. Practice
Hired any time the ratio of athletes to coaches exceed 25:1

Cheerleading

Football	11.42%	2
Basketball	11.42%	2
Wrestling	11.42%	2
M.S. Football	4.04%	3
M.S. Wrestling	4.04%	3
MS Girls B'ball	4.04%	3
MS Boys B'ball	4.04%	3

Summer Weight

Head Coach	4.63%	3
------------	-------	---

Weight Room Coord

AM Weights	4.63%	3
PM Weights	4.63%	3

Instrumental Music

H.S. Band	23.00%	2
M.S. Band	0.00%	2
Summer Band	12.88%	2
Asst Summer	6.44%	3
Flags-	3.40%	3

Vocal Music

H.S. Vocal	18.95%	1
------------	--------	---

Speech and Drama

Head Speech	18.95%	1
Asst Speech	5.98%	2
Asst Speech	5.98%	1
Drama-Spring & Fall	13.92%	3
Assistant Drama	5.98%	3
M.S. Drama	3.40%	2
MS Drama	3.40%	2
Set Crew	7.78%	1

FCTV

FCTV	15.77%	2
Assistant FCTV	13.21%	2

Future Problem Solving

FPS	10.93%	3
Quiz Bowl	5.47%	3

Career and Technical Student Organizations

Industrial Technology	\$30.00 Per Hour
Business	\$30.00 Per Hour
Family Consumer Science	\$30.00 Per Hour

The district will pay \$30 per hour for hours worked outside of the teaching contract day not to exceed \$2550 annually unless mutually agreed upon prior to hours worked. Permanent addition to the supplemental contract in the future will be based on the data collected after year one with the option to evaluate after year two if needed to compensate staff appropriately.

Publications

Yearbook	11.42%	2
M.S. Mem/News	4.04%	3
Warwhoop	4.04%	2
Literary Magazine	5.85%	2

Others

M.S. Concessions	2.68%	3
HS/MS Sound Tech	15.77%	2
FFA	15.77%	2
FFA – Practice Coach		
Prom		
Dance Team	6.98%	3
H.S. Student Council	8.38%	3
Battle of Classes	4.748%	3
May Term Leadership	0.79%	3

Clubs - High School

Industrial Tech	2.68%	3
Pep Club	2.68%	3
Science Club	2.68%	3
Art Club	2.68%	1
Archery	5.36%	3
Interact	3.799%	3

Clubs - Middle School

History Club	2.68%	3
Industrial Arts	0.00%	3
8th Math Counts	4.82%	3
7th Math Counts	0.00%	3
6th Math Counts	0.00%	3
Student Council	2.68%	3
HS/MS E-Sports	11.42%	3

Elementary

Music Concerts	4.33%	3
Music Concerts	4.33%	3
Music Concerts	4.33%	3