

# **NORTH POLK COMMUNITY SCHOOL DISTRICT**



**2022-27**

**COLLECTIVE BARGAINING AGREEMENT**

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## ARTICLE 1 - RECOGNITION

- A. The Employer hereby recognizes the North Polk Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument, Case No. 265, issued by PERB on the 28<sup>th</sup> day of August, 1975. The unit described in the above certification is as follows: Certified teaching personnel, full and part-time, who are under contract to the North Polk Schools.

## ARTICLE 2 - BASE WAGE

- A. Base Wage Teacher - The base wage for North Polk CSD teachers will be \$38,628.00 for the 2022-23 school year which excludes TSS funds. Any and all other salary increases for future years will be determined at a later date.
- B. Base Wage Coach/Sponsor - The base wage/unit amount for Fiscal Year 2022/23 activities will be \$489.

## ARTICLE 3 - DURATION

- A. This Agreement shall remain in full force and effect from July 1, 2022, until Midnight, June 30, 2027 with annual reopening for potential base wage increase.
- B. Either party may give written notice to the other party to terminate or modify this Agreement not less than one hundred eighty (180) calendar days prior to the District's certification date as established by the Code of Iowa and appropriate for the year beginning July 1, 2027. If no such notice is given, this Agreement in its entirety shall remain in effect.
- C. In witness thereof, the parties hereto have caused this Agreement to be signed by their respective Chief Negotiators and their signatures placed thereon, all on the 6th day of April, 2022.

Ratified by NPA on April 6, 2022

Approved by NP Board of Education on April 14, 2022



NPEA President



NP School Board President



NPEA Representative



NP Superintendent

## APPENDIX A: SALARY SCHEDULE

| NORTH POLK COMMUNITY SCHOOL DISTRICT<br>2022-23 Salary Schedule-Full Detail |          |          |          |          |          |          |          |          |
|-----------------------------------------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                                                             | BA/BS    | BA+15    | BA+30    | MA/MS    | MA+15    | MA+30    | MA+45    | MA+60    |
| Salary                                                                      | \$38,628 | \$39,991 | \$41,082 | \$42,445 | \$43,809 | \$45,172 | \$46,536 | \$47,899 |
| TSS                                                                         | \$4,293  | \$4,483  | \$4,635  | \$4,824  | \$5,014  | \$5,204  | \$5,394  | \$5,584  |
| Base                                                                        | \$42,921 | \$44,474 | \$45,717 | \$47,269 | \$48,823 | \$50,376 | \$51,930 | \$53,483 |
| Salary                                                                      | \$39,855 | \$41,217 | \$42,309 | \$43,809 | \$45,172 | \$46,536 | \$47,899 | \$49,262 |
| TSS                                                                         | \$4,464  | \$4,654  | \$4,805  | \$5,014  | \$5,204  | \$5,394  | \$5,584  | \$5,773  |
| Step 1                                                                      | \$44,319 | \$45,871 | \$47,114 | \$48,823 | \$50,376 | \$51,930 | \$53,483 | \$55,035 |
| Salary                                                                      | \$41,082 | \$42,445 | \$43,536 | \$45,172 | \$46,536 | \$47,899 | \$49,262 | \$50,626 |
| TSS                                                                         | \$4,635  | \$4,824  | \$4,976  | \$5,204  | \$5,394  | \$5,584  | \$5,773  | \$5,963  |
| Step 2                                                                      | \$45,717 | \$47,269 | \$48,512 | \$50,376 | \$51,930 | \$53,483 | \$55,035 | \$56,589 |
| Salary                                                                      | \$42,173 | \$43,536 | \$44,627 | \$46,536 | \$47,899 | \$49,262 | \$50,626 | \$51,989 |
| TSS                                                                         | \$4,787  | \$4,976  | \$5,128  | \$5,394  | \$5,584  | \$5,773  | \$5,963  | \$6,153  |
| Step 3                                                                      | \$46,960 | \$48,512 | \$49,755 | \$51,930 | \$53,483 | \$55,035 | \$56,589 | \$58,142 |
| Salary                                                                      | \$43,263 | \$44,627 | \$45,717 | \$47,899 | \$49,262 | \$50,626 | \$51,989 | \$53,352 |
| TSS                                                                         | \$4,938  | \$5,128  | \$5,280  | \$5,584  | \$5,773  | \$5,963  | \$6,153  | \$6,343  |
| Step 4                                                                      | \$48,201 | \$49,755 | \$50,997 | \$53,483 | \$55,035 | \$56,589 | \$58,142 | \$59,695 |
| Salary                                                                      | \$44,354 | \$45,717 | \$46,808 | \$49,262 | \$50,626 | \$51,989 | \$53,352 | \$54,716 |
| TSS                                                                         | \$5,090  | \$5,280  | \$5,432  | \$5,773  | \$5,963  | \$6,153  | \$6,343  | \$6,533  |
| Step 5                                                                      | \$49,444 | \$50,997 | \$52,240 | \$55,035 | \$56,589 | \$58,142 | \$59,695 | \$61,249 |
| Salary                                                                      | \$45,445 | \$46,808 | \$47,899 | \$50,626 | \$51,989 | \$53,352 | \$54,716 | \$56,079 |
| TSS                                                                         | \$5,242  | \$5,432  | \$5,584  | \$5,963  | \$6,153  | \$6,343  | \$6,533  | \$6,722  |
| Step 6                                                                      | \$50,687 | \$52,240 | \$53,483 | \$56,589 | \$58,142 | \$59,695 | \$61,249 | \$62,801 |
| Salary                                                                      | \$46,536 | \$47,899 | \$48,990 | \$51,989 | \$53,352 | \$54,716 | \$56,079 | \$57,442 |
| TSS                                                                         | \$5,394  | \$5,584  | \$5,736  | \$6,153  | \$6,343  | \$6,533  | \$6,722  | \$6,912  |
| Step 7                                                                      | \$51,930 | \$53,483 | \$54,726 | \$58,142 | \$59,695 | \$61,249 | \$62,801 | \$64,354 |
| Salary                                                                      | \$47,626 | \$48,990 | \$50,080 | \$53,352 | \$54,716 | \$56,079 | \$57,442 | \$58,806 |
| TSS                                                                         | \$5,546  | \$5,736  | \$5,887  | \$6,343  | \$6,533  | \$6,722  | \$6,912  | \$7,102  |
| Step 8                                                                      | \$53,172 | \$54,726 | \$55,967 | \$59,695 | \$61,249 | \$62,801 | \$64,354 | \$65,908 |
| Salary                                                                      | \$48,717 | \$50,080 | \$51,171 | \$54,716 | \$56,079 | \$57,442 | \$58,806 | \$60,169 |
| TSS                                                                         | \$5,698  | \$5,887  | \$6,039  | \$6,533  | \$6,722  | \$6,912  | \$7,102  | \$7,292  |
| Step 9                                                                      | \$54,415 | \$55,967 | \$57,210 | \$61,249 | \$62,801 | \$64,354 | \$65,908 | \$67,461 |
| Salary                                                                      |          | \$51,171 | \$52,262 | \$56,079 | \$57,442 | \$58,806 | \$60,169 | \$61,532 |
| TSS                                                                         |          | \$6,039  | \$6,191  | \$6,722  | \$6,912  | \$7,102  | \$7,292  | \$7,481  |
| Step 10                                                                     |          | \$57,210 | \$58,453 | \$62,801 | \$64,354 | \$65,908 | \$67,461 | \$69,013 |
| Salary                                                                      |          |          |          | \$57,442 | \$58,806 | \$60,169 | \$61,532 | \$62,896 |
| TSS                                                                         |          |          |          | \$6,912  | \$7,102  | \$7,292  | \$7,481  | \$7,671  |
| Step 11                                                                     |          |          |          | \$64,354 | \$65,908 | \$67,461 | \$69,013 | \$70,567 |
| Salary                                                                      |          |          |          | \$58,806 | \$60,169 | \$61,532 | \$62,896 | \$64,259 |
| TSS                                                                         |          |          |          | \$7,102  | \$7,292  | \$7,481  | \$7,671  | \$7,861  |
| Step 12                                                                     |          |          |          | \$65,908 | \$67,461 | \$69,013 | \$70,567 | \$72,120 |
| Salary                                                                      |          |          |          |          |          |          |          | \$65,622 |
| TSS                                                                         |          |          |          |          |          |          |          | \$8,051  |
| Step 13                                                                     |          |          |          |          |          |          |          | \$73,673 |
| Salary                                                                      |          |          |          |          |          |          |          | \$66,986 |
| TSS                                                                         |          |          |          |          |          |          |          | \$8,241  |
| Step 14                                                                     |          |          |          |          |          |          |          | \$75,227 |
| Longevity                                                                   | \$ -     | \$512    | \$523    | \$882    | \$903    | \$923    | \$943    | \$1,005  |

## APPENDIX C: SALARY - COACHES/SPONSORS

| Unit Amount<br>FY 23: \$489 |                            |               |          |             |
|-----------------------------|----------------------------|---------------|----------|-------------|
| Classification              | Position Title             | # of<br>Units |          | Total Wage  |
| A                           | Head Baseball              | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Boys Basketball       | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Football              | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Girls Basketball      | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Softball              | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Volleyball            | 14            | \$489.00 | \$ 6,846.00 |
| A                           | Head Wrestling             | 14            | \$489.00 | \$ 6,846.00 |
| A                           | HS Instrumental            | 14            | \$489.00 | \$ 6,846.00 |
| A                           | HS Vocal                   | 14            | \$489.00 | \$ 6,846.00 |
| B                           | HS Boys Golf               | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Boys Soccer           | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Boys Tennis           | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Boys Track            | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Cross Country         | 12            | \$489.00 | \$ 5,868.00 |
| B                           | HS Girls Golf Coach        | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Girls Soccer          | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Girls Tennis          | 12            | \$489.00 | \$ 5,868.00 |
| B                           | Head Girls Track           | 12            | \$489.00 | \$ 5,868.00 |
| C                           | Assistant Baseball         | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Boys Basketball  | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Football         | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Girls Basketball | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Softball         | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Volleyball       | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | Assistant Wrestling        | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | FFA Advisor                | 8.5           | \$489.00 | \$ 4,156.50 |
| C                           | MS Instrumental (Gr 6-8)   | 8.5           | \$489.00 | \$ 4,156.50 |
| D                           | Assistant Boys Tennis      | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Boys Track       | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Boys Soccer      | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Girls Soccer     | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Girls Tennis     | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Girls Track      | 7.0           | \$489.00 | \$ 3,423.00 |
| D                           | Assistant Cross Country    | 7.0           | \$489.00 | \$ 3,423.00 |
| E                           | Head 7th Baseball          | 7.5           | \$489.00 | \$ 3,667.50 |
| E                           | Head 8th Baseball          | 7.5           | \$489.00 | \$ 3,667.50 |
| E                           | Head Boys 7th Basketball   | 7.5           | \$489.00 | \$ 3,667.50 |
| E                           | Head Boys 8th Basketball   | 7.5           | \$489.00 | \$ 3,667.50 |
| E                           | Head 7/8 Cross Country     | 7.5           | \$489.00 | \$ 3,667.50 |
| E                           | Head 7th Football          | 7.5           | \$489.00 | \$ 3,667.50 |

|   |                                |     |          |             |
|---|--------------------------------|-----|----------|-------------|
| E | Head 8th Football              | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head Girls 7th Basketball      | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head Girls 8th Basketball      | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head Girls 7/8 Track           | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head Boys 7/8 Track            | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head 7/8 Softball              | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head 7th Volleyball            | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head 8th Volleyball            | 7.5 | \$489.00 | \$ 3,667.50 |
| E | Head 7/8 Wrestling             | 7.5 | \$489.00 | \$ 3,667.50 |
| F | Assistant 7/8 Baseball         | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Boys Basketball  | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Boys Track       | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Cross Country    | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Football         | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Girls Basketball | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Girls Track      | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Softball         | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Volleyball       | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Assistant 7/8 Wrestling        | 7.0 | \$489.00 | \$ 3,423.00 |
| F | MS Vocal (Gr. 6-8)             | 7.0 | \$489.00 | \$ 3,423.00 |
| F | Senior Trip Sponsor            | 7.0 | \$489.00 | \$ 3,423.00 |
| G | HS Basketball Cheer Sponsor    | 6.0 | \$489.00 | \$ 2,934.00 |
| G | HS Drama Director              | 6.0 | \$489.00 | \$ 2,934.00 |
| G | HS Dance Sponsor               | 6.0 | \$489.00 | \$ 2,934.00 |
| G | HS Musical Director            | 6.0 | \$489.00 | \$ 2,934.00 |
| G | HS Speech Director             | 6.0 | \$489.00 | \$ 2,934.00 |
| G | HS Wrestling Cheer Sponsor     | 6.0 | \$489.00 | \$ 2,934.00 |
| H | HS Assistant Drama Director    | 4.5 | \$489.00 | \$ 2,200.50 |
| H | HS Assistant Musical Director  | 4.5 | \$489.00 | \$ 2,200.50 |
| H | HS Football Cheer Sponsor      | 4.5 | \$489.00 | \$ 2,200.50 |
| H | HS Student Council Sponsor     | 4.5 | \$489.00 | \$ 2,200.50 |
| H | HS Yearbook Sponsor            | 4.5 | \$489.00 | \$ 2,200.50 |
| H | HS Show Choir                  | 4.5 | \$489.00 | \$ 2,200.50 |
| I | Class Sponsor - Grade 11       | 3.0 | \$489.00 | \$ 1,467.00 |
| I | Elem Vocal Music               | 3.0 | \$489.00 | \$ 1,467.00 |
| I | Fall 7/8 Cheer Sponsor         | 3.0 | \$489.00 | \$ 1,467.00 |
| I | Play Director - Grade 7/8      | 3.0 | \$489.00 | \$ 1,467.00 |
| I | Winter 7/8 Cheer Sponsor       | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Fall Color Guard            | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Mock Trial Sponsor          | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Newspaper                   | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Winter Color Guard          | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Pit Orchestra Director      | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Marching Band Assistant     | 3.0 | \$489.00 | \$ 1,467.00 |
| I | HS Assistant Speech            | 3.0 | \$489.00 | \$ 1,467.00 |

|   |                                |     |          |             |
|---|--------------------------------|-----|----------|-------------|
| I | HS Jazz II Director            | 3.0 | \$489.00 | \$ 1,467.00 |
| I | MS Show Choir                  | 3.0 | \$489.00 | \$ 1,467.00 |
| J | Class Sponsor - Grade 12       | 2.0 | \$489.00 | \$ 978.00   |
| J | MS Yearbook                    | 2.0 | \$489.00 | \$ 978.00   |
| J | MS Student Council             | 2.0 | \$489.00 | \$ 978.00   |
| J | Assistant Dance Sponsor        | 2.0 | \$489.00 | \$ 978.00   |
| K | Elementary Instrumental        | 1.5 | \$489.00 | \$ 733.50   |
| L | National Art Honor Society     | 1.0 | \$489.00 | \$ 489.00   |
| L | National Honor Society         | 1.0 | \$489.00 | \$ 489.00   |
| L | National Honor Society Spanish | 1.0 | \$489.00 | \$ 489.00   |