

MASTER CONTRACT

AGREEMENT
BETWEEN

OLIN CONSOLIDATED
SCHOOL DISTRICT

AND THE

OLIN EDUCATION ASSOCIATION

FOR

2022 - 2027

FOR THE 2025-2026 SCHOOL YEAR

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Article 1
Employee Work Year

A. In-School Work Year

1. Regular School Year - The regular school year shall consist of up to one hundred seventy-eight (178) days, agreed upon before June 1st of each year based on the approved calendar. (2025-2026 is 177 days)
2. Employees shall receive the following as paid holidays: Labor Day, Thanksgiving, Christmas Day, New Year's Day, and Memorial Day.

Article 2
Employee Hours and Load

- A. A normal work day shall consist of eight and a half (8.5) hours with a starting and quitting time of 7:30 to 4:00 pm respectively. Starting and quitting time may be adjusted by mutual agreement between teacher and administration beyond the above listed hours to facilitate the curriculum. Such work day shall include a duty-free lunch period of twenty (20) to thirty (30) minutes. This provision is not to be construed as a basis for awarding overtime compensation in connection with teacher work duties. An attempt will be made to work towards a 30 minute lunch time duty free.
- B. At the discretion of the administration, employees may be required to attend staff meetings and assigned behavior/academic committee meetings after the regular working day without additional compensation. The administration shall provide adequate advanced notification and limit the number of these meetings to no more than one per calendar month. Meetings will not last past 4:30 p.m. If there is more than one meeting in a calendar month or a meeting continues after 4:30, teachers will be compensated at a rate equivalent to their hourly wages. In the event of an emergency situation that needs to be conveyed to the staff immediately and in person, a meeting may be called that exceeds the one per month. Certified part-time employees of the district who are required to attend meetings or in-services that last more than one (1) hour beyond their contract time will be compensated at a rate equivalent to their hourly wages. If the Teacher Quality (TQ) fund is ever depleted, any committees will be paid a yearly stipend at a rate equal to or similar to the current TQ amount.
- C. Employees may leave the school premises only by signing out and signing in with the office staff.
- D. Additional compensation will not be granted above the basic salary schedule for those assigned to extra and supervisory duties beyond the regular school day, other than those listed in the attached Salary Schedule.
- E. If a teacher is assigned to substitute for an absent teacher and/or assigned duties for an absent employee, and loses his or her designated prep time (including recess prep), that teacher substituting shall be reimbursed at a rate of \$10.00 per 15-minute consecutive or non-consecutive intervals and must follow the absent teacher's curriculum and/or employee's duties. Reimbursement is for one designated personal prep time used only. If the teacher still gets an additional prep. time throughout the day no reimbursement will be given. A partial increment of time will be rounded up to a full 15 minutes. Please refer to the chart below.

<u>Number of Minutes</u>	<u>Rate of Reimbursement</u>
0-15	\$10
16-30	\$20
31-45	\$30
46-60	\$40
61+	\$50 (maximum per day)

- F. Teachers actively working at any event, activity, or community service, academic or nonacademic, beyond their assigned classroom responsibilities, will be reimbursed for their time at a rate of \$25.00 per event. This is only Olin academic or nonacademic events, activities, and community services, excluding fundraisers.

Article 3
Employee Safety and Health

A. Personal Protective Equipment

The School District will provide its employees with such personal protective equipment and devices as may be specifically required by express provisions of federal and or state statutes, or regulations issued thereunder, to the extent that such laws or regulations specify safety and health standards applicable to the School District. The cost of any such personal protective equipment shall be borne by the School District, except that the replacement cost of any such equipment or device damaged and lost on account of employee negligence shall be borne by the employee.

B. Employee Reports of Personal Physical Assault

In the event that an employee is physically assaulted by a student or by another employee while performing assigned duties, the employee so assaulted shall immediately advise his or her immediate supervisor of that assault and shall provide any and all information and assistance pertaining thereto requested by the school administrator.

C. Breastfeeding Accommodations

The district will provide a designated area for an employee to express breast milk for her nursing child each time such employee has need to do so. This area will be private, free from intrusion, and may not be a bathroom. The district will also ensure the designated space includes access to refrigeration and a sink for proper milk storage and hygiene. The district will provide reasonable break time for this purpose and will not require such breaks to be less than fifteen (15) minutes in length.

D. First Aid

The district shall ensure the availability of properly trained personnel and appropriate equipment to provide first aid treatment for employees and students.

E. Unsafe and Hazardous Conditions

The school district shall provide safe working conditions, including special clothing, equipment, and devices, as required by applicable state and federal regulations, including the Iowa Occupational Safety and Health Act (Iowa Code Chapter 88), and Iowa Code Chapters 279 and 280.

Employees shall notify the principal of any practices, equipment, or conditions that could result in unsafe or hazardous situations. Such reports shall be promptly reviewed by the designated administrator in compliance with OSHA General Duty Clause (29 U.S.C. § 654), which mandates that employers provide a workplace free from recognized hazards.

The district will have testing results available in the business office.

Article 4
Leaves of Absence

- A. Sick Leave -- "Sick Leave" shall be defined as personal illness or disability of the employee. Each employee shall be entitled to sick leave as follows:

First year and subsequent years in the District - 15 days

Sick leave shall accumulate up to a maximum of one hundred twenty-five (125) days. An employee's one hundred twenty-five (125) days are not reduced until his/her annual allotment of fifteen (15) days has been used.

Any absence resulting from an accident or illness compensable under Worker's Compensation is not to be considered "sick leave" and is not to be charged to sick leave. If the employee wishes to be paid a full day of pay for leave related to workers compensation, a calculation will be made after the employee returns to work and a percent of sick leave will be credited back to the employee. If the employee does not wish to be paid in full, they will receive the amount of workers compensation pay.

Any employee who will be absent from work must notify his/her principal or the principal's designee in advance whenever possible. If the absence is for consecutive days, the principal or his/her designee shall be notified of the probable date of return and any changes in that probable date of return. It is understood that the above described requirement of notice applies to every employee, regardless whether sick leave benefits are actually received by that employee. The principal or designee may require medical substantiation of any illness.

An employee returning from any illness, irrespective of whether sick benefits were received by the employee, may be required to furnish a medical doctor's certificate of health, to protect the well-being of students and fellow employees.

The district will reimburse employees for one day at the current substitute rate each semester if they do not use any sick days in that semester.

Each employee upon leaving, on good terms, shall be entitled to reimbursement for unused sick days at their current per diem rate as follows:

Five to nine consecutive years in the District - 5 days
Ten to fourteen consecutive years in the District - 10 days
Fifteen to nineteen consecutive years in the District - 15 days
Twenty or more consecutive years in the District - 20 days

Employees who exhaust all their accumulated sick leave may be granted an extended leave of absence without pay.

- B. Personal Leave - At the beginning of every school year, each regular full-time employee shall be credited with two (2)

days with pay for personal business. Personal leave will be granted in (¼) one-quarter day increments.

The employee shall notify administration in writing at least (3) three school days of his/her intention to take leave, or less time at the discretion of the employer. In an emergency situation, the employee shall notify administration as early as possible. If a substitute teacher cannot be found or cancels, the teachers in the building will work together to fill the position.

Only (2) two certified teachers will be given personal leave in advance on any (1) one day with administrative approved exception. Only (1) one certified teacher per year will be given personal leave on a day preceding or following school vacations or holidays, except at the discretion of administration. Those applying first shall have priority.

By May 15 of each year, all regular full-time employees will be notified by the business office regarding their number of unused personal days. Employees have the option to carry over a maximum of (2) two days of personal leave to the following school year, making a maximum of (5) five personal days that a qualifying staff member could use in a contract year. Employees also have the option to request to be paid for (1) one to (3) three unused personal days at the current substitute rate per unused day. Qualifying staff members must notify the business office no later than their last contract day. The pay will be added to either the June or July payroll.

- C. Mental Health Day - Each regular full-time employee shall receive one (1) mental health day with pay per school year. The employee will provide as much advance notice as possible when utilizing a mental health day, and it must be taken as a full day. If unused, this day cannot be carried over and employees will not be provided with payment in lieu of taking the time off.
- D. Professional Leave -- At the discretion of the administration, every regular full-time employee shall be entitled to request one (1) professional leave day per school year. This professional leave day will be paid by the district. All requests for additional professional leave days are encouraged and should be presented to the administration with a summary of how our school and curriculum will benefit from your attendance.
- E. Bereavement Leave -- Regularly contracted employees employed for the entire school year will be entitled to four (4) days leave with pay per death for absence necessitated by the death of a spouse (significant other), parents, children, siblings, grandparents, grandchildren, mother-in-law or father-in-law. Two (2) days leave per death of any relative not covered above. Bereavement leave may not accumulate from year to year.
- F. Jury -- Any employee called for jury duty during school hours shall be provided such time with pay. Any fees or remuneration the employee received during such leave, over and above mileage, shall be turned over to the Olin Consolidated School District.
- G. Association Leave -- Up to two (2) days per year shall be available for the delegate of the Association to attend conferences, conventions, or other activities of the state organization so long as a suitable substitute can be secured by the administration to cover all assigned duties. Additionally, one (1) day per year shall be available for the alternate for this same leave. If a substitute is used to replace the alternate, the Association shall reimburse the Board in an amount equal to the cost of the substitute. Such leave shall be requested in writing at least five (5) school days prior to the proposed leave.
- H. Other Leaves of Absence -- Leaves in addition to that provided in paragraphs A. through F. above may be granted for reasons and upon conditions deemed appropriate by the school administration. The administration reserves the right to request the employee to reimburse the school for the cost of a substitute. Approval by the school administration must be secured in advance.
- I. Family Illness -- Up to twelve (12) days per year shall be available for regularly contracted employees who need to care for an ill and/or hospitalized, and/or for a medical appointment for your spouse, parent, children, siblings, grandparents, grandchildren, mother-in-law or father-in-law. Accumulated employee sick leave days will be used for family illness leave days.
- J. Sick Leave Bank
Purpose: A sick leave bank for all district employees, (regardless of FTE), will be established at the beginning of the employee work year for the purpose of allowing any employee access to additional sick leave days in the event of personal, spouse, child(ren), and parent illness emergencies (as defined by catastrophic illness or injury) which cause an employee to exceed accumulated personal illness days and personal leave.

Definition of Catastrophic Illness or Injury- the definition of "illness" for the purposes of this policy shall be: A prolonged illness (physical or mental), terminal disease, extended recovery time, illness or injury requiring medical attention or hospitalization or extended home-bound care, as certified by a licensed health-care professional for themselves, spouse, child(ren), or parent, resulting in frequent or continuous absence from work, (more than 30 work days/consecutively or intermittently) during a 12 month period,

Process: All district (administration, certified and classified) employees on a voluntary and anonymous basis can contribute up to 5 (five) days at each donation period from their sick leave accumulation. A district form will be used prior to May 1st and September 15th of the school year to replenish the sick leave bank. A single assigned district employee will be in charge of the organization of this sick leave bank. This sick leave contribution will be donated on a time basis versus a pay grade basis. All recipients of donated time will be reimbursed at their current pay grade.

The amount of donated sick leave time will roll over each school year and a total days of donated days will be posted internally on June 30 and September 30 of the school year. Donated days of sick leave will be property of the Bank and may not be reclaimed by the employee. Eligible employees will have used all personal days, sick leave days and have not become eligible for long term disability status. Eligible employees can use a maximum of 15 (days) each school year. There will be no cap on the amount of days accumulated and carried over from year to year.

Administration: A Sick Leave Bank Committee shall administer the Sick Leave Bank. The committee shall be comprised of six (6) members. The Olin Education Association shall appoint two (2) members, the Olin Consolidated School District shall appoint two (2) members consisting of the Superintendent and Principal and the classified staff shall appoint two (2) members. The Committee will approve or disapprove usage requests (form provided by recipient) and shall determine the minimum and maximum number of days to be maintained in the Bank. The Committee shall determine when a new allocation of days is needed to maintain the integrity of the Bank. All decisions will require a majority vote. A vote ending in a tie is not considered passage. Sick Leave Bank Committee members shall not rule on an application of their own or of a relative. Decisions of the Sick Leave Bank Committee will be considered as final with no right of appeal.

Article 5 Personal Files

- . Employees shall have access to personal files in the manner and at times specified by law.

Article 6 Salaries

- A. Except as provided below, all certified personnel employed for the school year will be paid in accordance with the attached Schedule A.
- B. In determining the placement of newly hired personnel on Schedule A, up to a maximum of twelve (12) years' credit may be granted for prior teaching experience in an accredited school. Moreover, for the purposes of initial placement or advancement of a newly hired employee on Schedule A, ninety (90) or more teaching days in this school district shall be considered one (1) year's experience.

In order for the School District to be able to attract and/or retain qualified teachers, the Board or its designee, shall have the discretionary authority to place newly hired teachers or currently employed teachers one (1) salary step advance on the teacher's salary schedule in addition to the normal salary step placement determined by prior experience and educational attainment. Any such advance salary step placement provided to any teacher shall in no way detract from that teacher's future movement through the salary schedule. Further, no newly hired or currently employed teacher at any time shall be placed more than one (1) salary step beyond the actual salary step for which that teacher is qualified through prior experience.

- C. Upon appointment, or as soon thereafter as feasible, the school administration shall advise a newly-hired teacher of his or her assigned subject area and/or grade assignment.

- D. Any employee with prior teaching experience in the Olin Consolidated School District shall, upon re-employment by this School District, be given full credit on the salary schedule for all outside teaching experience in accredited schools.
- E. For purposes of the September payroll, placement on the salary schedule for any given year shall be determined as of September 1 of that year. Certified personnel must submit proof of completion of the specified requirements by that date in order to be entitled to advancement to a higher salary lane for that month. No more than one (1) salary step in the higher salary lane will be allowed. Hours accepted for advancement on the salary schedule shall be taken in areas directly related to the teaching assignment for the same contract year, and must receive approval from the Board of Education. All other requests must be filed no later than October 1 for purposes of salary lane adjustment for that year.

When an employee completes the requirement for lane advance mid-year, they will be allowed a lane change. The request must be in writing by February 1st with proof of class completion attached. Pay will be one-half of the amount of the lane increase. The new salary will go into effect for the March through August pay periods.

F. Professional Growth

Employees are encouraged to utilize available resources to improve instructional activities, curriculum development, and student-centered activities. Each employee is responsible for renewal of their educational license with the Department of Education.

G. Method of Payment

1. Pay Periods -- Each employee shall be paid in twelve (12) equal installments on the twentieth (20th) day of each month. The District will directly deposit checks to the financial institution of the employee's choosing. Employees shall receive their statements in a sealed envelope at their regular building and on regular school days unless otherwise designated by the teacher. New employees will be allowed a pay advancement of up to one half (1/2) their paycheck during the months of September and October. Arrangements for a pay advancement should be made through the Board Secretary. Employees will have the option to receive their summer pay in their June check. If an employee chooses this option they are required to notify the Business Office in writing no later than June 1st of each year. If sufficient funds are not available, as determined by the administration, then only teachers terminating employment will be granted their request for summer pay in June.
2. Exceptions -- When, during the school year, a pay date falls on or during a Federal holiday, or weekend, employees shall receive their direct deposit payment on the last previous working day.
3. Summer Checks -- Summer statements of earning, other than for summer school teachers, shall be mailed to the address designated by the employee.

- G. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee, and make appropriate remittance for annuities, insurance, or any other existing plans or programs, and any new plans or programs mutually agreed upon by the Association and the Board.

- I. Employee Contracts - An employee who fails to 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 will not receive any negotiated salary increase for the contract year. Any employee who gives notice before July 30th will be released from their contract without repercussions

H. Teacher Salary Supplement (TSS)

- A. **Employees** will receive TSS money, in addition to their contracted position on the salary schedule. This money will be calculated based on the Chapter 284 Teacher Salary Supplement Allocation. The District and Association agree to put up to 5% of total TSS allocations in a reserve to provide a buffer for future new employees or cuts from the state.
1. The total Teacher Salary Supplement appropriation and disbursement will be adjusted each year using the projected allocation as provided by Chapter 257.10, subsection 9.
 2. Any TSS funds remaining at the end of the contract year above the 5% of total TSS allocations reserve will be equally disbursed to current eligible employees of the District in their June paycheck.

3. Any TSS funds paid by the District but not received by the District will be reduced from the allocation disbursement for the following year to make the District whole. This section is intended to include additional staffing needs for the previous year.

If the Iowa legislature changes the funding amounts during a contract year, negotiations will reopen to discuss the funding of salaries only.

Article 7 Rights

A. Public Employer Rights

It is recognized by the Association that the Board's operational and managerial responsibility arises from powers, rights, and authorities invested in it by law, including Section Seven (7) of the Public Employment Relations Act. Without limiting the foregoing, these rights include, but are not limited to, the following:

1. The right to determine the location and number of schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities.
2. The determination of the financial policies of the Board, including its budget and its general accounting procedures, inventory of supplies and equipment procedures, and public relations.
3. The determination of the management, supervisory and/or administrative organization of each school or facility in the system and the selection of employees for employment in, or promotion to supervisory, management and/or administrative positions
4. The right to enforce the rules and regulations now in effect and from time to time modify existing or establish new rules and regulations for the conduct of its business and of its employees so long as these rules and regulations do not conflict with express provisions of this Agreement.
5. The right to schedule classes and to select textbooks, teaching aids and material.
6. To take whatever action may be necessary in situations of emergency.
7. To utilize temporary, provisional, part-time or seasonal employees when deemed necessary by the Board.
8. The Board, in consultation with the school administration, shall determine the grading policies of the District. The teaching staff shall adhere to such grading policies. It is agreed that no grade assigned by a teacher will be changed by the administration without the teacher being afforded an opportunity to discuss the matter with the administration. Final decision as to the grade to be assigned rests with the administration.

It is recognized that the Board retains exclusively all functions and rights to act not specifically nullified by express provisions of this Agreement.

B. Public Employee Rights

Public employees shall have the right to:

1. Organize, form, join, or assist any employee or organization.
2. Negotiate collectively through representatives of their own choosing.
3. Engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection insofar as any such activity is not prohibited by this Act or any other law of the state.
4. Refuse to join or participate in the activities of employee organization, including the payment of any dues, fees or assessments, or service fees of any type.

The Board, pursuant to Chapter 736A of the Code of Iowa and the Public Employment Relations Act of 1974, hereby agrees that every employee of the Board shall have the right to freely choose to organize, join, and support the Association for the purpose of engaging in negotiations and other concerted activities for mutual aid and protection. The Board further agrees that it shall not directly or indirectly discourage, encourage, deprive or coerce any employee in the enjoyment of any rights conferred by this Agreement, laws of Iowa, or the Constitution of Iowa and the United States: that it shall not discriminate against any employee with respect to hours, wages, or terms and conditions of employment by reason of his/her membership in the Association, his/her participation in activities of the Association or collective professional negotiations with the Board, or his/her institution of any grievance, complaint or proceeding under this Agreement or law or otherwise with respect to any terms or conditions of employment.

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under Iowa School laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

C. Association Rights

1. Use of Facilities: The Olin Education Association and its members shall have the right to make use of school buildings and facilities for meetings and such equipment, including computers and copy machines, and all types of audio-visual equipment when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use. Meetings will be scheduled with the building Administrator and his/her approval secured in advance.
2. Communication: The Association shall have the right to post notices of activities and matters of Association concern on enclosed faculty bulletin boards, in areas designated for employee use, such as teachers' lounges and workrooms, but not in areas open to the public or students. The Association may use the employee mailboxes and e-mail for communications to employees.
3. Access to Members: Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property provided that this access shall not interfere with any employee's performance of assigned duties or interrupt normal school operations. Such representatives will notify the building administrator and secure his/her approval prior to contacting the employee(s).
4. Consultation: The Association may request a copy of a prepared agenda for a regular public meeting from the Superintendent.

Article 8 Grievance Procedure

A. Definition and Purpose

A "grievance" shall mean a claim that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

A "grievant" shall mean an employee or group of employees or the Association filing the grievance.

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any step of the procedure.

B. Procedure

1. All employees covered by this Agreement shall have the right to present a grievance, meet and adjust individual complaints with their supervisors in accord with Section 17.1 of the Act or in accord with these procedures.
2. Any aggrieved employee may be represented at all stages of the grievance procedure by himself/herself, or at his/her option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present at all levels as a party of interest. The Association shall have the right to grieve any adjustment of the employee's claim if such adjustment is inconsistent or contrary to the provisions of this Agreement.

3. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance, in writing, to the Superintendent directly and the processing of such grievance shall be commenced at Step 3.
4. 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.
5. Insofar as the law allows, all meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties of interest and their designated or selected representatives, heretofore referred to in this Article.
6. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any future appeal on that occurrence. An administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits may be extended by five (5) school days at any one Step at the request of either party. Further extension of time limits may be made by mutual agreement.
7. It is agreed that any investigation of other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee, employees, or of the teaching staff.

C. Steps

1. Step 1. An attempt shall be made to resolve any grievance in informal, verbal discussion between the claimant and his/her building administrator.
2. Step 2. If the grievance cannot be resolved informally, the grievant shall file the grievance in writing with his/her building administrator, and at a mutually agreeable time, discuss the matter with him/her. The written grievance shall state the nature of the grievance, shall note the specific contract clause or clauses of the Agreement alleged to have been violated, misinterpreted, or misapplied, and shall state the remedy requested. The filing of the formal, written grievance at Step 2 must be within twenty (20) school days from the date of occurrence of the event giving rise to the grievance. The building administrator shall make a decision of the grievance and communicate it in writing to the grievant and the Superintendent within ten (10) school days after receipt of the grievance.
3. Step 3. In the event a grievance has not been satisfactorily resolved at Step 2, the grievant shall file, within five (5) school days of the building administrator's written decision at Step 2, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the grievant and the Superintendent and his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) school days of the Step 3 grievance meeting and communicate it in writing to the grievant and the building administrator.
4. Step 4. If the grievance is not resolved satisfactorily at Step 3, there shall be available Step 4, impartial, binding arbitration. The Association may submit, in writing, notice on behalf of the Association and the grievant to the Superintendent within thirty (30) calendar days from receipt of the Step 3 answer, to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within seven (7) school days, after said notice is given. If the two (2) parties cannot reach agreement on an arbitrator within seven (7) school days, the Federal Mediation and Conciliation Service shall be requested to provide a list of seven (7) arbitrators. With the party winning a coin toss striking first, each of the parties shall alternately strike one (1) name at a time from the list until only one (1) shall remain. The person whose name remains shall be the arbitrator. The decision of the arbitrator will be binding upon the parties. The arbitrator, in his/her written award, shall not amend, modify, nullify, change, ignore, or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Association and the decision must be based solely and only upon interpretation of the meaning or application of the express relevant language of the Agreement.

Expenses for the arbitrator shall be borne equally by the Board and the Association.

Article 9 Waiver

The Board and the Association agree that neither party will be obligated to negotiate over any matter during the term of this Agreement.

Article 10
Compliance Clauses and Duration

A. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

B. Printing Agreement

Copies of this agreement shall be printed at the expense of the Board within sixty (60) days after the agreement is signed. The Board shall provide the Association with five (5) copies. A copy of the Agreement shall be presented to each employee now employed or hereafter employed.

C. Notices

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

1. If by Association, to Board at: Olin Consolidated School
Olin, Iowa 52320

2. If by Board, to Association at: Olin Education Association
Olin Consolidated School
Olin, Iowa 52320

D. Duration - This agreement shall become effective August 15, 2024, and shall remain in full force and effect up to and including August 14, 2027, with the agreement that the OEA and/or Olin CSD may give the other party written notice to open talks regarding wages and in addition each side may open one language article for discussion during the time set forth of August 15, 2024 and including August 14, 2027. This agreement shall continue 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 October 1 in any succeeding year.

BASE with TSS

	BA	BA12	BA24	MA	MA12
	50,000	51,200	52,400	53,600	54,800

Lane Advancement is \$1200 for each educational level obtained.

For the 2025-2026 school year, certified teaching staff making less than the state minimum required salary will be brought up to the minimum amount.

SCHEDULE C Grievance Report Step 2 Grievance		
Olin Consolidated Independent School District	Date Filed	
		Distribution of Form(s) 1. Board of Education 2. Employee Involved 3. Superintendent 4. Immediate Supervisor
Name of Grievant		
Address		
Phone		
A. Date and time alleged violation occurred		
B. Contract provision(s) alleged to be violated		
C. Statement of grievance		
D. Relief sought		
E. Possible witnesses and/or supporting documents		
Signature of Grievant	Date	
DISPOSITION BY PRINCIPAL OR IMMEDIATE SUPERVISOR		
Signature of Principal or Immediate Supervisor	Date	
Grievance Report Step 3		
Signature of Grievant	Date Received by Superintendent	
DISPOSITION BY SUPERINTENDENT OR DESIGNEE		
Signature of Superintendent or Designee	Date	
Grievance Report Step 4		

Signature of Grievant _____

Signature of Association President _____

Date Submitted to Arbitration _____

Date Received by Arbitrator _____

DISPOSITION AND AWARD BY THE ARBITRATOR

SICK LEAVE POOL DONATION FORM

I _____ choose to donate the following to any full time employee in need of additional sick leave during an extended personal illness emergency.

_____ 1 sick day

_____ 2 sick days

_____ 3 sick days

_____ 4 sick days

_____ 5 sick days

Olin Staff Signature

Date

Olin Designated Administrator of Bank

Date

*** Please return only to designated Administrator of the Bank _____
(Rita Balichek)

Olin Education Association

By: Jennifer Colehour
President

Date: 7/2/25

By: Carla M. Heffernan
Association Negotiator

7/10/25

Olin Consolidated School District

By: Joel Ahrendsen
Board President

Date: 5-27-25

By: Joel Ahrendsen
Board Negotiator

SCHEDULE E

Application to Request Sick Leave Pool Days

Employee Name: _____

Date of Request: _____

Date of Approval: _____ (5 business days from request)

Explanation of illness or
injury: _____

Licensed physician verification of no work status because of illness/injury: Yes____ No____

Date to start use from the Sick Leave Pool: _____

End date of use from the Sick Leave Pool: _____

Total days (up to 15) utilized of Sick Pool Leave per this application: _____

Sick Pool Committee Vote to approve/disapprove this application _____ Date: _____

Members Names Present to

Vote: _____

Received by: _____ (Administrator of Bank) Date: _____
(Rita Balichek)

In Witness where of the undersigned have executed this agreement on dates hereinafter shown.

Memorandum of Understanding (MOU)
between the Olin Consolidated School District and the Olin Education Association

2025-2026 Base Wages

	BA	BA12	BA24	MA	MA12
Minimum Salary	50,000	51,200	52,400	53,600	54,800

Lane Advancement is \$1200 for each educational level obtained.

For the 2025-2026 school year, certified teaching staff making less than the state minimum required salary will be brought up to the minimum amount.

The following multipliers to align staff salary will also be implemented:

Education Multiplier for 2025-2026 Salaries

	BA	BA12	BA24	MA	MA12
Education Multiplier	1.00	1.005	1.010	1.015	1.020

Teaching Experience Multiplier for 2025-2026 Salaries

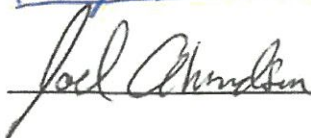
	0-1	2-3	4-5	6-8	9-11	12+
Teaching Experience Multiplier	1.00	1.0075	1.015	1.0225	1.030	1.0375

****N/A for teacher already receiving \$5000 raise due to state minimum requirements**

The Negotiations Teams will begin discussions in January 2026 looking into ways to make improvements to our salary structure for the 2026-2027 school year, in order to find the best way for the Olin School District to attract and retain high quality teachers for our students.

New Hire Placement: All newly hired teachers' salaries will be determined by finding a current employee who has similar years of teaching experience and education level and assigning them a similar salary. Brand new teachers would begin at \$50,000. The Superintendent, Business Manager and designated OEA representative(s) will meet to determine salary placement for new employees.

Wage increases will be bargained annually. The increases will not be lower than \$1000 per certified staff member of the bargaining unit. Increases could be higher, depending on the finances of the district and negotiations.





Date 5-21-21

Wage increases will be bargained annually.

