

# MASTER CONTRACT BETWEEN

THE BENNETT COMMUNITY SCHOOL DISTRICT

AND

THE BENNETT EDUCATION ASSOCIATION

FOR THE 2024-2025 SCHOOL YEAR

DURATION PERIOD JULY 1, 2024 - JUNE 30, 2028

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**MASTER CONTRACT BETWEEN  
THE BENNETT COMMUNITY SCHOOL DISTRICT  
AND  
THE BENNETT EDUCATION ASSOCIATION  
FOR THE 2024-2025 SCHOOL YEAR**

**PREAMBLE**

The Board of Directors of the Bennett Community School District, hereinafter referred to as the "Board" and the Bennett Education Association, hereinafter referred to as the "Association", hereby agree as follows:

**ARTICLE I  
RECOGNITION**

1.1 Recognition Statement - The Board hereby recognizes the Association as the certified bargaining representative for all personnel set forth in the P.E.R.B. certification instrument (Case #424) issued by the P.E.R.B. on the 7<sup>th</sup> day of November, 1975, as thereafter amended from time to time by written agreement of the parties, excluding, notwithstanding and foregoing, the Superintendent, building administrators, teacher aides, transportation employees, maintenance employees, secretarial employees, food service personnel, and all other persons excluded by reasons of Section 4 of the Iowa Public Employment Relations Act.

1.2 Definition Statement - The term "employee" as used in this agreement shall mean all permanent full-time and regular part-time professional employees of the Board.

## **ARTICLE II LABOR MANAGEMENT COMMITTEE**

The Association and District will form a joint Labor Management Committee whose purpose shall be to review and make recommendations to the Board by using a collaborative effort regarding condition of employment contained in the employee handbook. The Board shall approve the employee handbook on an annual basis. On or before April 15 of each year, this committee shall make recommendations to the Board regarding the content of the handbook that will go in effect the following July 1. Employees will have the opportunity to review the handbook prior to being asked to sign individual contracts for the following school year.

## **ARTICLE III SALARIES**

- 3.1 Schedule – The salary of each employee is covered by the regular salary schedule set forth in “Schedule A” which is attached hereto and by reference made a part hereof.

## **ARTICLE IV LEAVES OF ABSENCE**

- 4.1 Sick Leave - Employees shall be granted a leave of absence for medically related disabilities with full pay as prescribed in Chapter 279.40 of the Code of Iowa (1979), conditioned upon presentation of a statement by a duly licensed physician that the employee is disabled when such statement is verbally requested by the superintendent or his/her designee at the time the employee notifies of such absence, and is accompanied by a verbal statement of the necessity for such statement. Sick leave shall be cumulative to a maximum of one hundred twenty (120) days for consecutive years of employment. A record of accumulated sick leave days shall be available in Web Link Software Unlimited School Accounting System. Once any employee accumulates sick leave to one hundred twenty (120) days, of the fifteen (15) days allowed for the following year, any unused sick leave up to ten (10) days shall entitle the employee to be paid in June, \$35.00 per day for said unused sick leave.
- 4.2 Extended Leave - The Board may, at its own discretion, agree to a leave of absence without pay in the event of extended illness.
- 4.3 Personal Business Leave - Leaves of absence may be granted for personal business up to two (2) days per year, as approved by the superintendent or his/her designee, for business that cannot be conducted outside school hours. This leave is cumulative up to four (4) days per year and may not be used during the first or last week of the

employee request.

## ARTICLE V DURATION

- 5.1 Duration Period - This Agreement shall be effective as of July 1, 2024 and shall continue in effect until June 30, 2028. Either party may request to reopen for salary and/or language.

The balance of the 2024-2025 Duration Article will remain the same except for the signatures and the date affixed in section 5.3.

- 5.2 Finality - During the life of this Agreement, neither the Employer nor the Association will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set forth in this Agreement.
- 5.3 Signature Clause - In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon all on the 28<sup>th</sup> day of June, 2024.

BENNETT EDUCATION ASSOCIATION

Deb Storjohann  
B.E.A. PRESIDENT

Deb Storjohann  
CHIEF NEGOTIATOR

6-28-24  
DATE

BENNETT COMMUNITY SCHOOL DISTRICT

Danielle N Pratt  
BOARD PRESIDENT

Louise A. Lusker  
CHIEF NEGOTIATOR

6/28/2024  
DATE

school year. Exceptions to this may be granted at the discretion of the superintendent. Personal business leave may be denied when more than two teachers request such leave for the same date, and shall be granted on a first-come, first-service basis. Employees shall notify the superintendent or building administrator at least three (3) days in advance of the taking of such leave except in cases of extreme emergency. All approved personal days will be granted in a minimum of half-day increments. If no sub is needed for the request, then staff may make up the time missed. If a substitute would be required for the leave, then staff will take the half-day leave.

- 4.4 Jury Duty Leave - If any employee is called for jury duty, he or she shall continue to receive salary compensation for the period of such absence, less the amount of compensation payable to him or her for such service. Application for leave for jury duty shall be made to the superintendent or his/her designee in writing no more than three (3) working days following the date of receipt of notice of such service. The superintendent may require the affected employee to apply to the court for a change of date for jury service to a non-instructional period as a condition of payment in the event such change is not granted.

4.4.1 When dismissed on either a temporary or permanent basis, the individual shall report immediately to work for the remainder of the school day unless excused by the superintendent or his/her designee because of lack of time in the remainder of the day as per this Agreement.

- 4.5 Bereavement Leave - Full-time certified employees shall be granted six (6) days bereavement leave per year. This leave shall be granted without loss of pay, but shall not be cumulative.

- 4.6 Unpaid Leave - Other temporary leave of absence without pay may be granted upon application therefore in writing to the building administrator.

4.6.1 Leaves of absence without pay will not be granted during the first or last weeks of the school year or on the day before or after a holiday, unless in an extreme emergency, a situation that is beyond the control of the employee, or calendar changes made during the contract year.

4.6.2 Leaves of absence without pay must be applied for three days in advance of the anticipated absence unless in an extreme emergency.

4.6.3 Leaves of absence without pay will generally not be granted for family vacations or trips.

- 4.7 Family Illness Leave - Full-time certified employees shall be granted four (4) days per year for illness in the immediate family. Additional use of up to four (4) days of personal illness leave (ref. #7.1 - Sick Leave) for immediate family illness will be allowed. Immediate family shall include spouse, children, mother, father, sister or brother. This leave shall be granted without loss of pay, but shall not be cumulative. If a need for additional family illness days beyond the eight (8) granted are needed due to extenuating circumstances, use of personal illness leave can be used for immediate family illness when approved by the superintendent or his/her designee at the time of

**Bennett Community School**

**Schedule A 2024-25**

|              |                 |                          |              |              |           |             |              |              |
|--------------|-----------------|--------------------------|--------------|--------------|-----------|-------------|--------------|--------------|
| <b>Base</b>  | <b>32664.00</b> | <b>189 contract days</b> |              |              |           |             |              |              |
|              | <b>BA</b>       | <b>BA+8</b>              | <b>BA+16</b> | <b>BA+24</b> | <b>MA</b> | <b>MA+8</b> | <b>MA+16</b> | <b>MA+24</b> |
| <b>Index</b> | 1.000           | 1.045                    | 1.090        | 1.135        | 1.180     | 1.225       | 1.270        | 1.315        |
| <b>L-1</b>   | 32664.00        | 34133.88                 | 35603.76     | 37073.64     | 38543.52  | 40013.40    | 41483.28     | 42953.16     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.045           | 1.090                    | 1.135        | 1.180        | 1.225     | 1.270       | 1.315        | 1.360        |
| <b>L-2</b>   | 34133.88        | 35603.76                 | 37073.64     | 38543.52     | 40013.40  | 41483.28    | 42953.16     | 44423.04     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.090           | 1.135                    | 1.180        | 1.225        | 1.270     | 1.315       | 1.360        | 1.405        |
| <b>L-3</b>   | 35603.76        | 37073.64                 | 38543.52     | 40013.40     | 41483.28  | 42953.16    | 44423.04     | 45892.92     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.135           | 1.180                    | 1.225        | 1.270        | 1.315     | 1.360       | 1.405        | 1.450        |
| <b>L-4</b>   | 37073.64        | 38543.52                 | 40013.40     | 41483.28     | 42953.16  | 44423.04    | 45892.92     | 47362.80     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.180           | 1.225                    | 1.270        | 1.315        | 1.360     | 1.405       | 1.450        | 1.495        |
| <b>L-5</b>   | 38543.52        | 40013.40                 | 41483.28     | 42953.16     | 44423.04  | 45892.92    | 47362.80     | 48832.68     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.225           | 1.270                    | 1.315        | 1.360        | 1.405     | 1.450       | 1.495        | 1.540        |
| <b>L-6</b>   | 40013.40        | 41483.28                 | 42953.16     | 44423.04     | 45892.92  | 47362.80    | 48832.68     | 50302.56     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.270           | 1.315                    | 1.360        | 1.405        | 1.450     | 1.495       | 1.540        | 1.585        |
| <b>L-7</b>   | 41483.28        | 42953.16                 | 44423.04     | 45892.92     | 47362.80  | 48832.68    | 50302.56     | 51772.44     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.315           | 1.360                    | 1.405        | 1.450        | 1.495     | 1.540       | 1.585        | 1.630        |
| <b>L-8</b>   | 42953.16        | 44423.04                 | 45892.92     | 47362.80     | 48832.68  | 50302.56    | 51772.44     | 53242.32     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.360           | 1.405                    | 1.450        | 1.495        | 1.540     | 1.585       | 1.630        | 1.675        |
| <b>L-9</b>   | 44423.04        | 45892.92                 | 47362.80     | 48832.68     | 50302.56  | 51772.44    | 53242.32     | 54712.20     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.405           | 1.450                    | 1.495        | 1.540        | 1.585     | 1.630       | 1.675        | 1.720        |
| <b>L-10</b>  | 45892.92        | 47362.80                 | 48832.68     | 50302.56     | 51772.44  | 53242.32    | 54712.20     | 56182.08     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.450           | 1.495                    | 1.540        | 1.585        | 1.630     | 1.675       | 1.720        | 1.765        |
| <b>L-11</b>  | 47362.80        | 48832.68                 | 50302.56     | 51772.44     | 53242.32  | 54712.20    | 56182.08     | 57651.96     |
|              |                 |                          |              |              |           |             |              |              |
| <b>Index</b> | 1.495           | 1.540                    | 1.585        | 1.630        | 1.675     | 1.720       | 1.765        | 1.810        |
| <b>L-12</b>  | 48832.68        | 50302.56                 | 51772.44     | 53242.32     | 54712.20  | 56182.08    | 57651.96     | 59121.84     |

**Longevity:**

For each year, above level 12, add \$100 per year to the level 12 salary for the years prior to 1998-99. Beginning in 1998-99 the amount added to level 12 and up shall be \$200 and shall not be retroactive to previous years of service.

Beginning in 2002-03 the amount added to level 12 and up shall not be retroactive to previous years of service.

2018-19, 2019-20 & 2020-21, Longevity was frozen.

2021-22 The amount added to level 12 and up shall be \$300 and shall not be retroactive to previous years of service.

2022-23, \$300 Longevity

2023-24, \$300 Longevity

2024-25, \$300 Longevity

