

COON RAPIDS – BAYARD COMMUNITY SCHOOL
Coon Rapids Iowa

MASTER CONTRACT TENTATIVE AGREEMENT
2023-2025

I. PREAMBLE:

The Board of Education of the Coon Rapids - Bayard Community School District, herein after referred to as the Board, and the Coon Rapids - Bayard Education Association, herein after referred to as the Association, agree as follows:

II. SALARY SCHEDULE STRUCTURE:

Base Salary – Base salary will be defined as the starting salary, including TSS, for a new teacher to Coon Rapids – Bayard who is new to the profession. Base salary will be the minimum salary for all teachers at Coon Rapids – Bayard.

Base Salary + 18 – Any teacher earning 18 graduate level credits will receive a one-time \$1500 increase in pay in addition to any negotiated raise. Teachers eligible for this pay increase should let the district office know by April 1.

Base Salary + Master's Degree – Any teacher earning a master's degree will receive a one-time \$2000 increase in pay in addition to any negotiated raise. Teachers eligible for this pay increase should let the district office know by April 1.

The generator base for Schedule B contracts shall be equal to the base salary less TSS.

III. SCOPE OF NEGOTIATIONS

The Board hereby recognizes the Coon Rapids - Bayard Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the Public Employment Relations Board recertification order dated November 8, 2021

Negotiations will be limited in scope to the base salary, including TSS, and the increase in each individual teachers' salary, including TSS.

Regular salary increases for each individual teacher, including TSS, will be an equal amount. Those teachers receiving the increase for Base Salary + 18 (\$1500), and those receiving the increase for Base Salary + Master's Degree (\$2000) will receive those increases in addition to the regular salary increase.

All salary increases are contingent upon successful completion of the teacher's Individual Career Development Plan. Teachers on an intensive assistance plan will also be ineligible for salary increases.

IV Base Salary and Salary Increases

Base salary for the 2023-2024 school year shall be \$43,500 including TSS. Base salary for the 2024-2025 school year shall be \$45,000 including TSS.

Each eligible teacher shall receive a \$1750 pay increase, including TSS, for the 2023-2024 school year. Pay increases for the 2024-2025 school year will be determined through negotiations.



CRB School Board
Date: 2-13-23



CRB Education Association
Date: 3-1-23