

CHARITON COMMUNITY SCHOOL DISTRICT

Agreement
with

CHARITON COMMUNITY EDUCATION
ASSOCIATION

July 1, 2024 — June 30, 2029

ARTICLE 1: PREAMBLE

The Chariton Community School District, in the County of Lucas, State of Iowa, hereinafter referred to as the District or Board, and the Chariton Community Education Association, hereinafter referred to as the Association, recognize the aim of public schools is to provide a quality educational program for the children and youth of the school district. The parties also recognize that the best efforts of the Board, administration, and supervisory staff and teachers are essential to the attainment of this educational objective.

ARTICLE 2: RECOGNITION

2.1 Unit -- The Board hereby recognizes the Chariton Community Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified, exclusive, and sole bargaining representative for all personnel as set forth in the PERB certification instrument issued by the PERB on the 7th day of November, 2017.

The unit described in the above certification is as follows:

Included: All professional employees of the Chariton Community School District, including all full-time and regular part-time teachers, coaches, nurses, librarians, and counselors.

Excluded: Superintendent, full or half-time principals, athletic director, all non-professional employees, substitute teachers, and all other persons excluded by Section 4 of the act.

2.2 Definitions -- The term "Board" as used in this agreement, shall mean the Board of Education of the Chariton Community School District or its duly authorized representatives.

The term "employee" as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as described in paragraph 2.1 above.

The term "Association" as used in this agreement, shall mean the Chariton Community Education Association or its duly authorized representatives or agents.

ARTICLE 3: ASSOCIATION RIGHTS

3.1 Use of Facilities - The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours, provided such meetings in no way interfere with any aspect of the instruction or activity program. Any out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. The Association will be advised in advance of those normal costs involved in the use of facility which are determinable in advance. Such facilities may be made available upon reasonable advance notice and approved by the principal.

3.2 Communications –

A. Mail - The Association shall have the right to use faculty mailboxes and school e-mail accounts for a reasonable number of appropriate announcements relating to the negotiating agent's business on behalf of the members of the negotiating unit. All materials so disseminated through school channels must be signed by an authorized representative of the Association.

B. Bulletin Boards - The Association shall be provided appropriate bulletin board space in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements and all materials posted will relate only to the Association's official business as negotiating agent of the teaching staff. All materials placed on such bulletin boards must be signed by an authorized representative of the Association.

ARTICLE 4: COMPENSATION

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4.1 Base Salary of Employees 2024-2025

Teachers: Base Salary

BA Step 1	BA +15 Step 1	BA +30 Step 1	MA Step 1	MA +15 Step 1	MA +30 Step 1
\$35,170	\$36,555	\$37,940	\$39,324	\$40,709	\$42,094

Nurse: Base Salary

Step 1: \$35,170

Coaches: Base Salary – Step 1

Level I – 15%	Level II – 12%	Level III – 10%	Level IV – 8%	Level V – 5.5%	Level VI – 3%
\$5,276	\$4,220	\$3,517	\$2,814	\$1,934	\$1,055
HS Head Baseball	HS Head Volleyball	HS Assist. Baseball	HS Assist. Track	HS Cheerleader (Football)	MS Cheerleader Sponsor
HS Head Basketball		HS Assist. Basketball	HS Asst. Soccer	HS Cheerleader (Basketball)	
HS Head Boys Wrestling		HS Assist. Football	MS Basketball	HS Cheerleader (Wrestling)	
HS Head Football		HS Golf	MS Football	MS Assist. (any sport)	
HS Head Softball		HS Assist. Softball	MS Track	Drill Team	
		HS Tennis	MS Cross Country		
		HS Track	MS Volleyball		
		HS Assist. Wrestling	MS Softball	Weight Room Supervisor:	
		HS Cross Country	MS Baseball	(5%) Semester 1 – July 1 – Dec. 31	
		HS Soccer	MS Wrestling (boys & girls)	(5%) Semester 2 – Dec. 31 – June 30	
		HS Asst. Volleyball			
		HS Head Girls Wrestling			

Clubs & Organization Sponsors: Base Salary Step 1

<u>Clubs & Organizations:</u>	<u>% of Base</u>	<u>Step 1</u>	<u>Clubs & Organizations:</u>	<u>% of Base</u>	<u>Step 1</u>	<u>Class Sponsors:</u>	<u>% of Base</u>	<u>Step 1</u>
Art Service	3%	\$1,055	HS Plays	6%	\$2,110	Senior	2%	\$703
FBLA	6%	\$2,110	Speech	5%	\$1,759	Junior	10%	\$3,517
HS FFA	6%	\$2,110	HS Yearbook	7%	\$2,462	Sophomore	1%	\$352
MS FFA	3%	\$1,055	Newspaper	2%	\$703	Freshman	1%	\$352
NHS	5%	\$1,759	MS Yearbook	2%	\$703			
FCCLA	5%	\$1,759	HS Instrumental Music	15%	\$5,276			
Spanish Club	3%	\$1,055	MS Instrumental Music	10%	\$3,517			
HS Student Council	5%	\$1,759	HS/MS Vocal Music	15%	\$5,276			
MS Student Council	3%	\$1,055	Elem. Vocal Music	4%	\$1,407			
Academic Bowl	4%	\$1,407	SKILLS USA-Industrial Tech	2%	\$703			

ARTICLE 5: GENERAL PROVISIONS, DURATION

5.1 Separability and Savings -- Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be inoperative to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect. Nothing contained in this contract shall be construed as to require the Board or the Association to violate any applicable laws. Both the Board and the Association state that it is their intent to comply with all existing laws.

5.2 Complete Agreement -- This Agreement constitutes the entire Agreement between the parties. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make proposals with respect to any subject as provided in Section 9 of the Iowa Public Employment Relations Act designated under said section as negotiable for collective bargaining purposes, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement. It is nevertheless understood that by mutual agreement, this contract may be amended or modified and such amendments or modifications shall become part of this agreement when signed and ratified by both parties and attached to this contract.

5.3 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 other address as may be designated by a party in written notification to the other party. If by Association, to Board at Superintendent's Office, 140 East Albia Road PO Box 738, Chariton, Iowa 50049. If by Board, to the Association President at the most recent address provided by the Association President to the Board.

5.4 Duration -- Except as otherwise expressly provided, this agreement shall be effective as of July 1, 2024 and shall continue in effect until June 30, 2029. This Agreement shall automatically continue in force and effect for an equivalent period unless on or before February 1 either party notifies the other in writing of a desire to modify, amend, or terminate this Agreement.

SIGNATURES

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

9 day of May, 2024.

CHARITON COMMUNITY EDUCATION ASSOCIATION

By Tim Cunningham 5-9-24
Its President

By [Signature]
Its Chief Negotiator

CHARITON COMMUNITY SCHOOL DISTRICT

By Dustin Egan 5-13-24
Its President

By [Signature] 5-9-24
Its Chief Negotiator