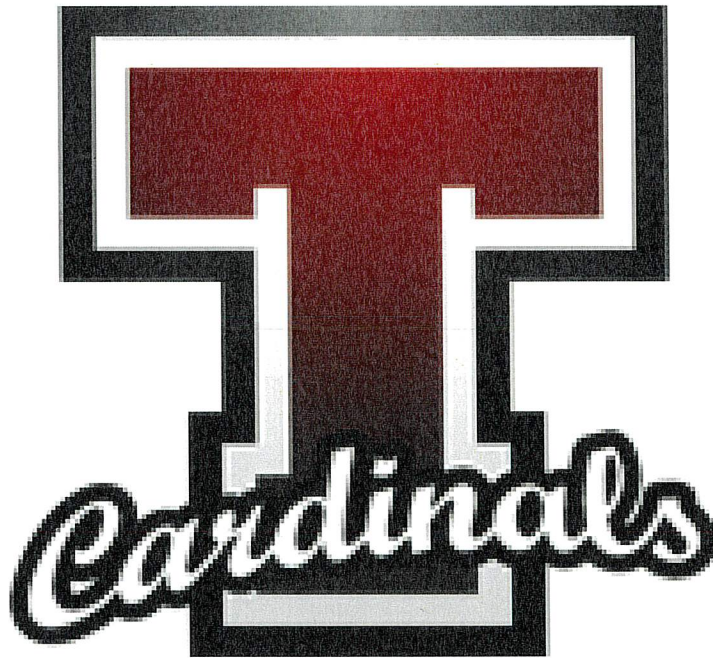


TREYNOR COMMUNITY SCHOOL DISTRICT

TREYNOR, IOWA



**COLLECTIVE BARGAINING AGREEMENT WITH
TREYNOR EDUCATION ASSOCIATION**

2026-2028

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THIS AGREEMENT is made and entered into by and between the TREYNOR COMMUNITY SCHOOL DISTRICT, hereinafter sometimes referred to the "District," the "Board," or the "Employer," and the TREYNOR EDUCATION ASSOCIATION, hereinafter referred to as the "Association."

In consideration of the covenants hereinafter contained by and on behalf of the District and the Association, it is mutually agreed as follows:

ARTICLE I
Intent and Purpose

1.1 The parties recognized and declare the necessity of providing the most efficient and highest quality educational services.

1.2 The parties further recognize and declare their mutual desire to promote harmonious and cooperative relationships among the District, the Board of Education, the Association and the professional employees covered by this Agreement, and to assure effective and efficient operation of the Treynor Community School District.

ARTICLE II
Recognition

2.1 The Board recognizes the Association as the exclusive collective bargaining agent for those employees in the following described unit as certified by the Iowa Public Employment Relations Board on December 15, 1976, in PERB Case no. 827:

All employees holding the following job titles: regular classroom teachers (elementary and secondary), librarians, special education teachers, and reading teachers; excluding the superintendent, building principals, guidance counselor, activities director, teacher aides, all non-certified employees and all employees specifically excluded in Chapter 20, Section 4, 2975 Code of Iowa.

ARTICLE III
Employer and Association Rights and Responsibilities

3.1 The Association recognizes its responsibilities as the bargaining agent of the employees described above in Section 2.1, and realizes that in order to provide maximum opportunities for continuing employment and fair compensation the District must be able to operate effectively and efficiently. The Association, therefore, assumes responsibility for cooperating in the attainment of these goals and agrees: (a) that it will cooperate with the Employer and support its efforts to assure the highest quality educational services; (b) that it will actively combat any practice which restricts effective and efficient operations of the District; and (c) that it will earnestly strive to improve and strengthen good will between and among the District and its employees, the Association, students and residents of the District.

3.2 In addition to all powers, responsibilities, rights and prerogatives of the Employer established by constitutional provision, statute, ordinance, charter or special act, which belong solely, exclusively and without limitation to the Employer, all of the powers, responsibilities, rights and prerogatives the Employer had prior to this Agreement are retained by and reserved to it and shall remain within its exclusive control, except as specifically and expressly limited by this Agreement.

3.3 The Employer will not interfere with the right of its employees to become members of the Association. The Association will not interfere with the right of the employees to refrain from Association membership. There shall be no unlawful discrimination by the Employer or the Association because of membership or non-membership in the Association.

3.4 The Association, through its appropriate officers, may request from the superintendent or his/her designee the use of the Employer's buildings and duplicating equipment for purposes of Association meetings and to duplicate Association communications to employees. Such buildings and equipment shall not be used during school hours or times when buildings and equipment are otherwise in use. The Association shall pay the normal charges for all facilities, equipment and materials used.

ARTICLE IV Definitions

4.1 The terms "Employer," "District," "Administration" and "Board" shall mean the Treynor Community School District and its designated representatives.

4.2 The term "Association" shall mean the Treynor Education Association and its designated representatives.

4.3 An "Employee" is a regular permanent employee included in the bargaining unit set forth in Section 2.1 above.

4.4 A "permanent employee" is one whose employment is intended to be permanent rather than for a limited, temporary period or purpose.

4.5 A "probationary employee" is one who has not completed his/her first two (2) full years of continuous service in the District as a permanent employee. Said probationary period may be extended for one year by the employer

ARTICLE V Grievance Procedure

5.1 The purpose of this procedure is to provide an orderly procedure for the prompt resolution of claimed grievances at the lowest possible level.

5.2 A grievance is defined as a timely filed claim by an employee(s) alleging that there has been a violation, misinterpretation or misapplication of specific provision of this Agreement.

5.3 Should an employee have a grievance, it shall be processed in the following manner:

Step One: An employee who claims a grievance shall attempt to resolve the grievance informally, within seven (7) working days after the date of occurrence upon which the grievance is based by informal discussion with the appropriate immediate supervisor. The immediate supervisor will give his/her oral answer to the grievance within five (5) working days after the grievance was presented to him/her.

Step Two: If the grievance is not settled in Step One and the grievant wishes to appeal the grievance to Step Two, the grievant will reduce the grievance to writing and submit it to the appropriate immediate supervisor within five (5) working days after receipt of the immediate supervisor's oral answer. The written grievance shall specifically state and set forth in detail all the relevant facts upon which it is based, the section of this Agreement alleged to have been violated, the issue involved, and the relief sought. The supervisor shall provide a written answer to the grievant within five (5) working days after receipt of the written grievance.

Step Three: If the grievance is not settled at Step Two and the grievant wishes to appeal the grievance to Step Three, the written grievance shall be submitted to the superintendent or his/her designee within five (5) working days after receipt of the supervisor's written answer. The superintendent or his designee will, if requested by the grievant, meet within (5) working days with the grievant at a time mutually agreeable to the parties and if no settlement is reached, the superintendent or his designee will provide a written answer to the grievant within five (5) working days following such meeting.

5.4 If the grievance is not settled in accordance with the foregoing procedure, the Association may refer the grievance to arbitration by written notice of a request for arbitration, submitted to the superintendent or his/her designee within seven (7) working days after receipt of the superintendent's

answer in Step Three. Said written notice shall be signed by the grievant and a representative of the Association. The parties shall within ten (10) days after receipt of the notice, jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Within five (5) days after receipt of the panel, the parties' designated representatives shall determine by coin flip the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the seventh and remaining person shall act as the arbitrator.

Subject to the availability of the Employer and Association representatives, the arbitrator shall schedule the time and place for a hearing on the grievance, at which hearing the Association shall have the burden of proof and shall first present its evidence, then the Board its evidence, and with each side having the right to file a post-hearing brief.

5.5 An arbitrator selected pursuant to the provisions of Section 5.4 shall have no authority to amend, modify, nullify, ignore, add to or subtract from any terms of this Agreement, to substitute the arbitrator's discretion for that of the Employer unless found to be arbitrary and capricious, or to make any decision contrary to or inconsistent with or modifying or varying in any way the applicable laws and rules and regulations having the force and effect of the law. No liability shall accrue against the Employer for a date prior to the date that the actual event which gave rise to the filing of the grievance occurred. The arbitrator will not in any way limit or interfere with the powers, responsibilities, rights and prerogatives of the Employer. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the expressed terms of this Agreement to the facts of the grievance presented.

Consistent with these provisions, a decision of the arbitrator shall, within the scope of the arbitrator's authority, be final and binding. The arbitrator may not hear more than one grievance, unless the presentation of more than one grievance involving similar facts, issues and contract provisions is mutually agreed to by the Employer and the Association.

5.6 The party submitting the grievance shall assume the costs of the arbitration procedure, such as the fees and expenses of the arbitrator, a court reporter, the costs of a hearing room, and transcripts if such items are accepted by both parties as being necessary. Any other expense shall be paid by the party incurring them, and each party shall be responsible for compensating its own representative and witnesses.

5.7 Failure at any step of this grievance and arbitration procedure to present, process or appeal a grievance within the time limits specified above shall bar an employee(s) or his/her representative from further pursuit of the grievance and any such grievance shall be considered as waived and settled. The failure of the Employer's specified representatives to answer a grievance within the time limits specified above shall be deemed a denial of the grievance which may then be timely appealed to the next step. The time limits specified in this Article shall be strictly observed, but may be extended or reduced by mutual agreement.

5.8 All grievances at Steps One, Two and Three shall be presented, discussed and processed during employees' non-working time.

5.9 If an employee(s) files or causes to be filed in his/her behalf any claim, complaint, action or proceeding and does not follow the steps of the grievance and arbitration procedures set forth in this Agreement, then the Employer shall be required to process the same claim or set of facts through said grievance and arbitration procedure.

5.10 At his/her option, an employee(s) may be accompanied by a representative of the Association at any step of this grievance procedure.

ARTICLE VI
No Strike; No Lockout

6.1 In accordance with applicable law, the Employer agrees that, during the term of this Agreement, it will not engage in any lockout over a dispute with the Association.

6.2 The Association agrees that neither it nor its officers, agents or representatives will directly or indirectly cause, authorize or induce any work stoppage of strike.

6.3 No employees shall directly or indirectly cause, authorize, induce or participate induce or participate in any strike or work stoppage.

ARTICLE VII
Health and Safety

7.1 The district agrees to continue to make necessary provisions for the health and safety of its employees during the hours of employment. The Association and the employees will extend their complete cooperation to the district in maintaining district policies, rules and regulations as to health and safety. All employees shall promptly report any unsafe conditions to their immediate supervisor.

7.2 All new employees shall, upon initial employment, and, prior to receiving their first paycheck, provide satisfactory medical evidence of physical fitness to perform assigned duties and freedom from communicable disease, including tuberculosis. Such evidence shall include a statement from a licensed physician of the employee's choice.

ARTICLE VIII
Normal School Work Day

8.1 This Article is intended to set forth the normal in-school work day.

8.2 While employees are required to work as assigned or scheduled by the Employer, the normal in-school work day will consist of eight (8) hours per day. Excluded from such hours are extra-curricular and supplemental assignments and meetings scheduled by the Employer. On days preceding student holidays or vacations and on Fridays, the employee's day shall end fifteen (15) minutes following the dismissal of students at the high school.

8.3 Employees may be required by the Employer without additional compensation to attend a reasonable number of meetings of reasonable duration before or after the in-school work day. Notices of such meetings will be provided to employees at least one (1) day prior to such meetings, except in case of emergency.

8.4 It is understood and agreed that the determination of the daily work schedules may be changed by the Employer from time to time to meet the Employer's requirements or to accommodate the circumstances of individual employees.

ARTICLE IX
Leaves

9.1 Sick Leave. Employees will be granted leaves of absence for bona fide personal illness, injury, or sickness or injury to their children, spouse, parent or legal dependents not covered by Worker's Compensation, on the following basis in accordance with applicable law:

- a) Sick leave can be used only for personal illness, injury, or sickness or injury to their children, spouse, parent, or legal dependents.

b) Sick leave without loss of pay will be granted in accordance with applicable law in the following amounts:

- | | | |
|----|---------------------------------|---------|
| 1) | First year of employment | 13 days |
| 2) | Second year of employment | 14 days |
| 3) | Third year and subsequent years | 15 days |

The above amounts shall apply only to consecutive years of employment in the Treynor Community School District, and the unused portions plus the next year's entitlement may be accumulated up to a maximum of one hundred forty (140) working days total. It is therefore understood that all unused accumulation of sick leave upon termination, death or retirement of the employee shall be nullified subject to the exception set out in paragraph g) allowing for reimbursement for unused sick leave to a certified teacher who retires with a minimum of 15 years at Treynor.

c) An employee absent due to personal illness, injury or illness or injury to their children, spouse, parent, or legal dependents shall, if requested by the Employer, furnish to the Employer a

physician's written statement that the employee's personal illness, injury or illness or injury to their children, spouse, parent or legal dependents required that the employee remain away from work.

d) An employee returning to work from a sick leave shall, if requested by the Employer, furnish to the Employer a physician's written statement that the employee is physically and mentally able to return to active employment.

e) The Employer reserves the right, after three (3) consecutive day's absence, to require confirmation of an employee's qualification for and entitlement to sick leave, and/or ability to return to work there from, by a physician paid for and selected by the Employer. If the employee's physician disagrees with the physician selected by the Employer, the two (2) physicians shall select a third physician, whose determination shall be final and binding. The employee and the Employer will share equally the costs of the third physician.

f) If an employee chooses to participate in or attend any outside function of the school on any given day that the employee is absent and claims sick leave such claim shall be denied. An exception will be made after the third week of an extended recuperation period and then on a spectator status only or if an employee has been home with a sick child or children.

- g) Upon retirement, any certified teacher that has served a minimum of 15 years at Treynor will be reimbursed for all unused sick leave at the rate of \$15 per day.

9.2 Jury Duty Leave. An employee required to perform jury duty during his/her working time will be granted a leave for such purpose and will receive the difference in compensation between the employee's normal compensation and compensation received from such jury duty. Provided, however, that in order for employee to be eligible, the employee must also:

- a) Immediately notify his/her supervisor of the receipt of summons for jury duty.
- b) Be available for work on the last scheduled work day after the period of required jury duty.
- c) Furnish the Employer with proper evidence of the number of days and the amount of jury duty pay.

9.3 Emergency Leave. An emergency leave of absence will be granted on the following basis:

- a) Critical illness, and/or emergency hospitalization of an employee's spouse, child, parent, brother, sister, son-in-law or daughter-in-law, grandparent, grandchild, father-in-law or mother-in-law, or any other permanent member of an employee's immediate household. Other emergency situations may be approved at the discretion of the superintendent. Up to three (3) days absence will be allowed without loss of pay for scheduled working days.
- b) The Employer shall be promptly notified of an absence hereunder and the reason documented therefore.
- c) Emergency leave days shall not accumulate.
- d) The superintendent may at his/her discretion grant extended emergency leave in cases where travel requirement or other extreme extenuating circumstances may warrant it at sub pay dock.

9.4 Professional Leave. For professional, educational and work related purposes, an employee may be permitted up to two (2) school days per event with a maximum of two (2) events and four (4) school days per school year to attend educational conferences, seminars, meetings or workshops or visitations to another school that pertains directly to the employee's assignment areas, without loss of pay, upon at least ten (10) days prior written application to and approval by the superintendent and subject to the following conditions:

- a) No professional leave day will be granted on the first or last teaching day, or on the first or last workshop day, or the day immediately preceding or immediately following a student holiday or recess.
- b) Professional leave is not cumulative.

9.5 Personal Leave. Employees shall be allowed three (3) days per school year to be used at the discretion of the employee without loss of pay.

All personal days are subject to the following conditions:

- a) No more than two (2) teachers will be allowed personal days per building (elementary/secondary) on the same day.
- b) No personal leave days will be granted during the first or last week of school. An exception shall be made when an employee's child is a participant in a school-sponsored event. No personal days will be granted the day before or after a holiday break.
- c) Written request for a personal day must be made to the superintendent and/or designee at least three (3) days prior to the requested leave date (except in case of emergency).
- d) After using all personal leave days, an employee may access 2 additional days each year termed "Personal Leave Sub-dock" day. Instead of taking a full dock day, an employee may elect to use a Personal Leave Sub-dock day(s). On this day(s), the employee's paycheck will be docked at the current sub pay rate. This day shall not accumulate nor is it eligible for

reimbursement. When electing to use a Personal Leave Sub-dock day, they will be granted using the criteria outlined in Personal Leave: Sections 9.5 a, 9.5 b and 9.5 c.

- e) If an employee has an unused personal at the conclusion of the school year, one day will be rolled over into the next school year giving the employee four personal days for the upcoming school year. Employees may not accumulate more than four personal days in any given school year. This 4th day of personal leave created with the rollover of one unused day from the previous year will be treated like a regular personal leave day. In the event an employee would request a 5th day, that day would be subject to 9.5 d and be a Personal Leave Sub-dock day of leave.
- f) The superintendent may at his/her discretion grant personal leave in cases where travel requirements or other extreme extenuating circumstances may warrant it at sub pay dock.

9.6 Bereavement Leave. In the event of a death, an employee shall be excused from work without loss of pay:

- a) For up to (5) days per occurrence for spouse, sibling, partner, parent, child, stepchild, and foster child;
- b) For up to (3) days per occurrence for niece, nephew, parent-in-law, sibling-in-law, grandparent, grandchild, grandparent-in-law;
- c) For up to (1) day per occurrence for aunt, uncle, cousin, any other relative not stated, and close family friend.

Additional days taken for bereavement purposes at a sub pay dock, may be given at the discretion of the Superintendent or designee.

9.7 Maternity, Paternity, Adoption/Fostering Leave.

Maternity Leave: The district will allow up to 12 weeks to be used from the employee's accumulated sick leave balance. If the employee's sick leave balance is not enough to cover the requested time off, a per diem deduction will occur based on the employee contract. The district may allow deduction to occur over the remainder of the contract period, once the date the employee is returning to work is established.

Paternity Leave: 10 days per year for the birth of a child, which would come from the person's accumulated sick leave. The leave needed beyond ten days will be allowed up to 12 weeks total as unpaid leave at per diem deduction.

Adoption / Fostering Leave: 5 days per year for child fostering, adoption of a child, which would come from the person's accumulated sick leave. The leave needed beyond five days will be allowed up to 12 weeks total as unpaid leave at per diem deduction.

9.8 Other Temporary Leave. The Employer may, at its discretion, grant an unpaid or paid leave of absence to an employee for reasons acceptable to the Employer and upon such terms and conditions as may be prescribed by the Employer.

ARTICLE X Wages and Salaries

10.1 Method of Payment.

- a) Each employee shall be paid in twelve (12) equal installments on the 20th of each month. Employees shall receive their checks at their regular building or may elect to utilize electronic deposit to their preferred financial institution. Employees shall hold the District harmless in cases where the issuance of checks is delayed by computer problems and inclement weather and other problems beyond the District's control.
- b) When a pay date falls on a weekend or a holiday, the employee's check shall be made available on the last previous working day.

ARTICLE XI General Provisions

11.1 This Agreement constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

11.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject not removed by applicable law from the area of collective bargaining, 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 District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist to negotiate over any matter during the term of this Agreement, and 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 by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

11.3 If any provision of this Agreement is determined to be contrary to law, then such provision shall not be valid, but all other provisions of this Agreement shall remain in full force and effect.

11.4 Future consideration will be made addressing years of experience delineation.

Treyner Community School District
2026-2027 Base Lane Wages

	BA	BA+12	BA+24	MA	MA+15
Plus TSS	\$38,275	\$39,766	\$41,257	\$44,257	\$45,748

Treyner Community School District
2026-2027 Supplemental Base Wages

A. Coaches

Varsity Head Coaches

Football	\$2,650
Volleyball	\$2,650
Boys Basketball	\$2,650
Girls Basketball	\$2,650
Boys Wrestling	\$2,650
Girls Wrestling	\$2,650
Boys Track	\$2,650
Girls Track	\$2,650
Boys Soccer	\$2,650
Girls Soccer	\$2,650
Boys Baseball	\$2,650
Girls Softball	\$2,650
Boys Golf	\$1,855*
Girls Golf	\$1,855*
Boys Cross Country	\$1,855*
Girls Cross Country	\$1,855*

Varsity Assistant Coaches \$1,785

All Junior High Coaches \$1,325

If conducted outside the regular school day

*In the event a sufficient number of participants do not go out to make up a full team for this activity compensation will be awarded on the basis of 1 unit for each participant that successfully completes the season.

B. SPONSORS

Cheerleading (Football)	\$530
Cheerleading (Girls Basketball)	\$530
Cheerleading (Boys Basketball)	\$530
Cheerleading (Wrestling)	\$530

Cheerleading (Junior High)	\$530
Drill Team	\$1,060
High School Student Council	\$765
Middle School Student Council	\$265
Middle School Musical	\$530
National Honor Society	\$530
Teammates Coordinator	\$530
Theater Light & Sound Manager	\$530

C. MISCELLANEOUS

IWCC Contract Teachers	\$1,060
BPA (Business, Finance, Marketing)	\$1,060
Skills USA (Industrial Technology)	\$1,060
FCCLA (Human Services)	\$1,060
Digital Content Sponsor	\$1325

D. DIRECTORS

Yearbook	\$1,590
Assistant Yearbook	\$530
Speech	\$1,590
Assistant Speech	\$1,060
Debate	\$1,325
Quiz Bowl	\$530
Musical	\$1,060
Assistant Musical	\$530
Vocal Music	\$1,325
Jazz/Show Choir	\$530
Instrumental Music	\$1,325
Marching Band	\$530
Marching Band Assistant	\$530
Jazz Band	\$530
Pep Band	\$265

F. EXTRA DUTIES

Ticket Taking time \$8.00 per hour

Pep Club bus riding \$8.00 per hour
(Departure time from Treynor until time of return to Treynor)

Dance Sponsor \$8.00 per hour
(Paid only when sponsor is not covered by another extracurricular assignment)

ARTICLE XII
Term of Agreement

12.1 This Agreement shall become effective July 1, 2026 and shall continue in force and effect until June 30, 2028.

12.2 This agreement is a multi-year agreement going into effect for the 2026-2027 school year and continuing through the 2027-2028 school year. The agreed upon stipend increase to wages shall be \$1750.00 for 2026-2027 and again \$1750.00 for 2027-2028. The following trigger would allow negotiations to reopen if the bargaining parties see that it would be fit to do so:

- State Supplemental Aid (SSA) at or below 1.75% and at or above 2.5%

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative this 23 day of March, 2026.

TREYNOR COMMUNITY SCHOOL

TREYNOR EDUCATION ASSOCIATION

By: _____



By: _____



CONTRACT AGREEMENT ADDENDUM

In the event that Phase II, Teacher Quality (TSS) or Teacher Leadership and Compensation (TLC) programs are not fully funded by the State of Iowa, the District reserves the right to reduce the salary schedule by the total Phase II, Teacher Quality (TSS) or Teacher Leadership and Compensation (TLC) reduction. All funds received by the District for Phase II or Teacher Quality (TSS) will be put into the salary schedule. If only a percentage of the Phase II or Teacher Quality (TSS) funds are reduced, then the salary schedule will be reduced proportionally.

By: _____



By: _____

