

ARTICLE VIII WAGES AND SALARY

1. The salary of each teacher covered by the regular salary schedule is set forth in Schedule "A", which is attached hereto and made a part thereof.

2. Method of payment. Each employee shall be paid one-twelfth (1/12th) of the annual salary in monthly installments. Each employee shall receive their checks at the employee's building office on regular school days. Pay period shall commence September 20. When a pay date falls on or during a school holiday or weekend, employees shall receive their pay checks on the last previous working day. Pay checks during the summer vacation period shall be mailed to the address designated by the employee. A retiring teacher may request payment of remaining pay earned upon completion of his/her contract period. Payment may be made based on availability of funds

3. A teacher may advance a maximum of one step vertically and one step horizontally in the same year providing evidence of additional hours which meets the requirement of the advance application is submitted to the Board by September 1. Additional hours of credit must be taken from institutions of higher learning which meet the teacher's certification requirements of the Iowa Department of Education. Such credit must be advanced study to further training in the teaching areas to which the teacher has been assigned or in any area with prior approval of the Superintendent.

4. The Board shall have the right to pay above schedule if necessary to secure staff. Any deviation by the Board in paying above schedule shall not be subject to grievance nor waive the applicability of the salary schedule to other teachers.

ARTICLE XVI DURATIONS

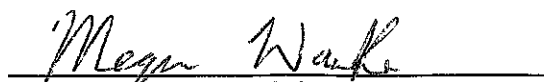
A. Duration. This Agreement shall be effective as of July 1, 2023 and shall continue in effect until June 30, 2028. We will negotiate wage on an annually basis.

Dated this 17 day of May, 2023.


Association President


School Board President


Chief Negotiator - Association


Chief Negotiator - School District

Twin Rivers Salary Schedule with TSS						
Year:	2023-2024					
Regular Schedule	Base+TSS:		Add'l Base		22-23 Base:	
	Base+TSS:		Add'l Base		22-23 Base:	
	Inc each Step by:		Inc each Step by:		Inc each Step by:	
	Inc each Degree by:		Inc each Degree by:		Inc each Degree by:	
Longevity						
1	2	3	4	5	6	
Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15	
1	\$41065	\$42100	\$43135	\$44170	\$45205	
2	\$42120	\$43155	\$44190	\$45225	\$46260	
3	\$43175	\$44210	\$45245	\$46280	\$47315	
4	\$44230	\$45265	\$46300	\$47335	\$48370	
5	\$45285	\$46320	\$47355	\$48390	\$49425	
6	\$46340	\$47375	\$48410	\$49445	\$50480	
7	\$47395	\$48430	\$49465	\$50500	\$51535	
8	\$48450	\$49485	\$50520	\$51555	\$52590	
9	\$49505	\$50540	\$51575	\$52610	\$53645	
10	\$50560	\$51595	\$52630	\$53665	\$54700	
11	\$51615	\$52650	\$53685	\$54720	\$55755	
12	\$52670	\$53705	\$54740	\$55775	\$56810	
13	\$53725	\$54760	\$55795	\$56830	\$57865	
14	\$54780	\$55815	\$56850	\$57885	\$58920	
15		\$56870	\$57905	\$58940	\$59975	
16			\$58960	\$59995	\$61030	
17				\$61050	\$62085	
18					\$63140	

The salary schedule includes a total salary which is supported by three separate sources of funding. The primary source of salary funds is the School District's general fund which is supported by state aid payments under the state foundation formula. General fund resources support all school programs and activities, including teachers' salaries.

The other sources of funds for teachers' salaries are state programs known as Phase II and Teacher Quality. These two sources of state funds are combined and known as Teacher Salary Supplement ("TSS"), and these resources may only be used to support teachers' salaries.

The negotiation of this contract was based on the understanding that the District would receive state foundation aid payments and TSS funds for the 2021-2022 school year.

TSS funds have been distributed to all teachers in the schedule based on the current index.

If by legislative action, there is a reduction of the per pupil amount in the formula that creates Teacher Salary Supplement, the parties agree to enter into negotiations to resolve the issue.

Twin Rivers Salary Schedule without TSS					
Year:	2023-2024				
Regular Schedule			Add'l Base	22-23 Base	
Base without TSS:	\$37267		\$950	\$36317	
Inc each Step by:	\$1,055				
Inc each Degree by:	\$1,035				
Longevity	\$450	\$500	\$550	\$600	\$650
1	2	3	4	5	6
Step	B.A.	B.A.+15	B.A.+30	M.A.	M.A.+15
1	\$37267	\$38302	\$39337	\$40372	\$41407
2	\$38322	\$39357	\$40392	\$41427	\$42462
3	\$39377	\$40412	\$41447	\$42482	\$43517
4	\$40432	\$41467	\$42502	\$43537	\$44572
5	\$41487	\$42522	\$43557	\$44592	\$45627
6	\$42542	\$43577	\$44612	\$45647	\$46682
7	\$43597	\$44632	\$45667	\$46702	\$47737
8	\$44652	\$45687	\$46722	\$47757	\$48792
9	\$45707	\$46742	\$47777	\$48812	\$49847
10	\$46762	\$47797	\$48832	\$49867	\$50902
11	\$47817	\$48852	\$49887	\$50922	\$51957
12	\$48872	\$49907	\$50942	\$51977	\$53012
13	\$49927	\$50962	\$51997	\$53032	\$54067
14	\$50982	\$52017	\$53052	\$54087	\$55122
15		\$53072	\$54107	\$55142	\$56177
16			\$55162	\$56197	\$57232
17				\$57252	\$58287
18					\$59342