

Algona Community Schools

FY2027 - FY2031

Collective Bargaining Agreement

With

Algona Association of Educators

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ARTICLE 1 RECOGNITION AND DEFINITIONS

SECTION 1.1 RECOGNITION

The Algona Community Board of Education recognizes the Algona Association of Educators as the certified exclusive bargaining representative for all personnel as established by the "ORDER OF CERTIFICATION", Case No. 359, which states as follows: "Included in the bargaining unit: Regular classroom teachers (K-12) general certificated by D.P. I, full-time and regular part-time; Teachers (K-12) certificated by D.P. I; Art, Music-Vocal and Instrumental, Physical Education, Handicapped, Audio Visual Coordinator, Title I Personnel - employed exclusively in the Algona Community Schools, Guidance Counselors, Librarians (Media Specialists) and School Nurse."

"Excluded from the bargaining unit: Professional Personnel: Superintendent, Director of Business Affairs, Director of Curriculum, Principals, Assistant Principals, Title I Personnel (employed in non-public schools, full and part-time), substitute teachers, all part-time non-contracted certificated personnel, all other supervisory personnel as defined in Section 20.4, Sub-Section 2, 1975 Code of Iowa. Classified Personnel: secretarial and clerical - confidential and non-confidential; Maintenance Personnel: Director, other maintenance workers; Transportation Personnel: Director (foreman), mechanic, drivers; Food Service Personnel: Director, managers, other food service personnel; teacher aides - all para-professionals; all other non-certificated personnel."

SECTION 1.2 BARGAINING UNIT DURATION

This recognition shall be considered as valid for the life of this Agreement only insofar as the above described bargaining unit and its sole representative, as indicated, shall remain on the properly certified approved list as provided by the act under the Public Employment Relations Board rules and regulations. If decertification occurs, this recognition shall be invalid and non-existent at the time the Algona Community School Board of Education receives such notification from the Public Employment Relations Board.

SECTION 1.3 DEFINITIONS

1. The term "Board", as used in this Agreement, shall mean the Board of Education of the Algona Community School District.
2. The term "employee" as used in this Agreement, shall mean those employees which are described in the "ORDER OF CERTIFICATION", Case No. 359 of the Public Employment Relations Board.
3. The term "Association", as used in this Agreement shall mean the Algona Association of Educators as certified by P.E.R.B.

ARTICLE II GRIEVANCE PROCEDURE

SECTION 2.2 DEFINITION

A grievance shall mean only a complaint that there is an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement, unless specifically excepted from this grievance procedure.

SECTION 2.3 REGULATIONS

Any employee(s) covered by this Agreement, or the Association, shall have the right to present alleged grievances in accordance with the procedures of this Article.

The purpose of this procedure is to secure solutions to alleged grievances at the lowest possible level. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of procedure.

A Grievant may be represented at all pre-arbitration stages of the grievance procedure by himself/herself or, at his/her option, by a representative.

The failure of an employee or the Association to act on such alleged grievances within the prescribed time limits shall act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next level. The time limits, however, may be extended by mutual agreement.

It is agreed that any investigations or other handling or the processing of any alleged grievance by the grieving employee(s) covered by this agreement, or the Association, shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and the related work activities of the grieving employee(s), or of any other employees.

SECTION 2.4 GRIEVANCE PROCEDURE

Grievances shall be handled in the following manner:

Level 1: An attempt shall be made to resolve any alleged grievance in informal verbal discussion between the aggrieved and the building principal or immediate supervisor. Such discussion shall take place in the principal's office. The grievant shall state that the discussion is a Level 1 Grievance. Otherwise such informal discussion shall not constitute a Level 1 Grievance.

Level 2: If, as a result of the informal discussion with the principal or immediate supervisor Level 1, a grievance is not resolved, the aggrieved may invoke the formal grievance procedure by completing the proper form. The grievance form shall be available from the Association representative in each building and said form shall be signed by the aggrieved. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor and superintendent.

The filing of the formal written alleged grievance at the first level shall be made within fifteen(15) school days from the date of the occurrence of the event giving rise to the alleged grievance. The written grievance shall state the following:

1. The date of this alleged grievance and all facts giving rise to the filing of this alleged grievance.
2. The specific article and/or articles of this Agreement alleged to be in violation, misinterpretation, or misapplication.
3. The relief which is being sought from the alleged grievance.
4. The nature of the alleged grievance.
5. The contention of the employee as regards that there is an alleged grievance, misinterpretation, or misapplication

The principal or immediate supervisor shall meet with the aggrieved within ten (10) school days after the receipt of the Level 1 form. If requested by the aggrieved, a designated representative of the Association may be present. The principal may also have a designee present. Within ten (10) school days following the meeting with the aggrieved, the principal or immediate supervisor shall make a decision on the grievance and communicate it in writing to the aggrieved. The Association President and Superintendent of Schools, such decision to be delivered in person or by certified mail.

Level 3: In the event that an alleged grievance has not been satisfactorily resolved at the second level, the aggrieved may file, within five (5) school days of the principal's written decision at the second level delivered in person or by certified mail, a copy of the alleged grievance with the superintendent. The superintendent shall meet with the aggrieved within ten (10) school days of receipt of the grievance. If requested by the grievant, a designated representative of the Association may be present. The superintendent may also have a designee present. Within ten (10) school days following the meeting with the aggrieved, the superintendent or designee shall indicate disposition of the grievance in writing and shall furnish a copy thereof to the grievant. the Board President and the Association President.

Level 4: If, within five (5) school days after the date of the written decision by the superintendent in Level 3 of these procedures, the aggrieved wishes to advance the complaint of alleged grievance to this fourth (4th) level of these procedures, the aggrieved may do so by submitting, in writing, a request to the superintendent. The following procedures shall then become available and will be caused to be implemented:

1. The superintendent and the president of the Association, with the aggrieved, in a joint manner, shall attempt to arrive at the selection of the disinterested and impartial arbitrator to resolve the alleged grievance. If such arbitrator is not selected within five (5) school days after the date of the request for arbitration, then the Association and the superintendent shall, jointly, submit a request to the Public Employment Relations Board for a list of three (3) names. The parties shall attempt to mutually select an arbitrator from the list of three (3) names within three (3) school days after receipt of the list. If mutual agreement is not reached, the parties shall determine by "lot" which party shall have the right to remove the first name from the list. The winner of the "lot" shall have the right to remove the first name or "pass" to the other party who will then remove the first name. The party removing the first name shall do so within two (2) school days, and the other party shall have one (1) additional school day to remove one of the two remaining names.

The person whose name remains shall be the arbitrator.

2. From the time of his/her arrival in the District, the arbitrator shall have a maximum of thirty (30) calendar days in which to reach a decision, and shall within these thirty (30) days serve on both parties his/her findings and reports, in writing, which shall then become binding upon both parties to this Agreement.

SECTION 2.5 AUTHORITY OF THE ARBITRATOR

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. The authority of the arbitrator shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the District and the Association and the decision of the arbitrator must be based solely and only upon the arbitrator's interpretation of the meaning or application of the express relevant language of the Agreement. The arbitrator shall act as the servant of the parties.

SECTION 2.6 EXPENSES OF ARBITRATION

The expenses for the arbitrator's services shall be borne equally by the Board and the Association.

SECTION 2.7 YEAR-END GRIEVANCE

In the event that a grievance is filed at such time that it cannot be processed through the grievance procedures by the end of the school year, mutual agreement shall be made in regard to time limits set forth in this Agreement to reduce them so as to make it possible to exhaust the grievance as quickly as possible.

ARTICLE III SALARIES

SECTION 3.1 BASE WAGES

BA	BA+10	BA+16	BA+24	BA+36/M A	MA+10	MA+20	MA+30
\$51,000	\$52,781	\$54,562	\$55,458	\$56,344	\$58,125	\$59,906	\$61,887

SECTION 3.2 HORIZONTAL BASE WAGE INCREMENTS

As a prerequisite for horizontal base wage advancement, all courses need prior approval in writing by the superintendent to be considered. All transcripts must be submitted to Central Administration by August 20th to be considered for horizontal advancement in the upcoming school year. To be considered, coursework must be a benefit to the students of the district, related to the teaching assignment, district goals or district initiatives.

SECTION 3.3 PAY PERIODS

Each employee covered by this Agreement shall be paid in twenty-four (24) equal installments

for the contract year in which such payments are made. Such installments shall be paid bimonthly on the fifth (5th) and twentieth (20th) days of each month via direct deposit, with the provision that computer error or malfunction shall not cause any grievance to be filed under this section, and with the understanding that should computer difficulty cause delay of the employee's payroll warrant, that such payment will be made as soon as is expediently possible. Payroll shall be directly deposited into the employee's account of choice. When a pay date falls on a holiday, a Saturday, or a Sunday, the pay warrant shall be made on the last previous working day.

SECTION 3.4 SUMMER WAGES

Employees engaged in professional teaching or curriculum work as an employee of the Board, when such a job is not covered by the supplemental pay schedule, will be reimbursed on a basis of Thirty-three Dollars and Ninety cents (\$33.90) per hour. (Amount increased by same % as base rounded to last \$.05)

SECTION 3.5 HOLIDAYS

It shall be agreed by both parties that the establishment of holiday observances in this contract shall be limited to and only those herein listed as follows:

1. Labor Day 4. New Year's Day
2. Thanksgiving Day 5. Good Friday
3. Christmas Day 6. Memorial Day

These holidays listed above shall be non-school days with pay to the employees. These holidays shall be counted as a part of the basic contract days of all employees covered by this Agreement.

SECTION 3.6 VACATIONS

The actual number of days of vacation at Thanksgiving, Christmas, New Year's and Easter shall be the same for employees covered by this Agreement, and the students.

SECTION 3.7 OTHER AUTHORIZED DEDUCTIONS

- A. Deduction for the Tax Sheltered Annuity programs will be taken out of an employee's paychecks once the proper authorization has been given to the accountant and such program has been approved by the Board.
- B. Optional insurance program for spouse and/or the family plan is available from the Board-provided insurance program. This deduction shall be withheld from the 5th and 20th of the month paychecks during the contract year in which the employee is under contract.
- C. It is agreed by both parties that when an employee leaves the employ of the Board, or is terminated by the Board, any and all such deductions shall be terminated with the last payroll warrant issued to that employee by the District.

SECTION 3.8 TEACHER SALARY SUPPLEMENT FUNDS

Teacher Salary Supplement funds shall be distributed to qualified staff members accordingly as long as the related funding authority (identified in the District Aid and Levy Worksheet) is

provided to the District. If for any reason any portion of TSS authority is reduced, related payments to qualified recipients shall be reduced by the same amount as the authority reduction, which would have an equal impact on the single salary schedule.

SECTION 3.9 PAY FOR COVERING OTHER CLASSES

Employees will be paid \$22 each time they cover another teacher's class during their own prep period. Employees will be paid \$33 each time they cover another teacher for a time that is longer than 42 minutes.

ARTICLE IV LEAVE PROVISIONS

SECTION 4.2 APPLICATION AND CONDITIONS FOR LEAVES

All application forms which have relation to the leave provisions of this article shall be provided by the District, and all employees making use of the provisions in this article shall complete and file such applicable form(s) as are determined to be needed, such determination to rest with the Board and the administration. All Requests For Leave shall first be submitted to the employee's Principal for consideration and then forwarded to the Superintendent for final consideration. A "Request for Leave" form will not be needed when a teacher is to be gone with students on a Field Trip if a substitute teacher is not needed.

Any and all provisions of this article shall be considered, when approved and granted, as leave from the school system and not from a specific position or job assignment.

All leave time approved and granted under this article shall be assessed and charged in one-half day units or multiples thereof unless otherwise specified in other sections of this contract.

In the event that the need arises for an employee to have to leave school for an extreme emergency situation that does not allow ample time to file the appropriate request form for such leave provisions as are afforded by this article, it shall be considered sufficient if that employee reports the extreme emergency need immediately to the building principal or designee, and makes arrangements to be excused at once. Upon the immediate return to duty, the employee shall complete and file the appropriate request forms, except as may otherwise be provided for at another place in this article.

SECTION 4.3 PERSONAL ILLNESS LEAVE

All employees covered by this Agreement shall be granted leave of absence for personal illness or injury with full pay for such leave time as follows:

1. First year of employment by district -12 days
2. Second year of employment by District -13 days
3. Third year of employment by District -14 days
4. Fourth and subsequent years of employment by District -15 days

The aforementioned amounts shall apply only to consecutive years of employment in the same school district and unused portions shall be cumulative to a total of one hundred (100) days. A

record of each employee's total available leave provided by this article shall be maintained in the business office of the District. The Board may, in each instance, require reasonable evidence(s) as it may desire confirming the necessity for such leave of absence. The Board shall reserve the right to require examination by an independent licensed physician of its choice in the event of an extended illness. The expense incurred by such examination shall be paid by the Board. The provisions of this section apply only to absences for illness and/or injury to the employee so covered by this Agreement. In addition, each employee shall be entitled to use up to ten (10) days of accumulated personal illness leave for the purpose of caring for that employee's family illness, which does not require hospitalization.

Employees hired from another school district may bring an accumulation of 75 sick days.

SECTION 4.4 BEREAVEMENT LEAVE

In case of the death of a member of the employee's immediate family (defined as a mother, father, stepfather, stepmother, father-in-law or mother-in-law, stepfather-in-law or stepmother-in-law, husband, wife, brother, sister, uncle, aunt, niece, nephew, stepbrother or stepsister, child or stepchild, sister-in-law, brother-in-law, step sister-in-law, stepbrother-in-law, son-in-law, daughter-in-law, stepson-in-law, stepdaughter-in-law, grandmother, grandfather, grandparent-in-law, step grandparent, grandchild, step grandchild, or legal dependent) not more than five (5) days of leave shall be allowed with full pay. Each of these leaves shall be granted on a per case basis. These days may be used previous to death if notified that death is imminent. One day per year may be granted at the employee's discretion in case of death of an individual not included in the above definitions. Under extenuating circumstances, an additional day or days not to exceed twelve (12) days may be approved at the discretion of the superintendent. These additional days will be deducted from sick leave.

SECTION 4.5 IMMEDIATE FAMILY ILLNESS LEAVE

Two (2) days of absence per occurrence shall be allowed in the case of hospitalization, serious illness under the direct care of a doctor or as a hospital outpatient, or surgery for members of the immediate family and charged to sick leave. Under extenuating circumstances, an additional day or days may be approved at the discretion of the superintendent.

SECTION 4.6 SICK LEAVE/FAMILY LEAVE BANK

1. Creation

A voluntary sick leave/family leave bank will be created for the use of those employees who choose to donate to the bank. Enrollment will take place, for the purpose of determining membership, on the first staff in service day, or if an employee is hired by the district after the start of the school year, within five (5) days after beginning employment with the district. This enrollment will be the responsibility of the Board and Association jointly.

2. Eligibility

An employee must contribute days into the sick leave bank to be an eligible member of the bank. A member of the bank, who is not eligible for long-term disability or in the case of a serious long-term illness of a member's immediate family, may use the bank when the illness results in the individual exhausting all sick leave, all immediate family illness leave and all personal leave. When a member exhausts all personal illness leave, immediate family illness leave, and personal leave, the member may apply to access the sick leave bank. The member will make an

application in writing to the business manager. A committee of three made up of the Superintendent, the Association President and a member of the school board will review the application and render a decision as to whether the member is allowed to draw from the bank. The decision of the committee shall be final and not subject to appeal or grievance.

3. Contributions

Each year, each member of the bank will contribute two (2) days of accumulated sick leave to a bank of days, which shall be made available to members of the bank. Once the sick leave day/days have been contributed, the employee forfeits the days.

4. Limitations

Days in the bank are not carried forward from year to year. Employees must contribute to the pool annually to be eligible to participate. The bank can only distribute the number of days contributed in a given year.

5. Use of Sick Leave Bank

Eligible employees may request up to 20 days in a contract year based on the availability of days in the bank.

SECTION 4.7 PERSONAL LEAVE

Three (3) days of Personal Leave per year shall be available for use by an employee for personal use. These days shall also be available for bereavement in the case of the death of any relative not covered in Section 4.3 or a close friend. The request for Personal Leave must be submitted at least 48 hours before the time of the leave, or as soon as possible in the case of bereavement. Such leave can be taken in whole-day or half-day increments. Personal leave is not available on Teacher Workshop, In-Service Training, Parent/Teacher Conference Days, and the first or last day of the school year. However, an employee may take Personal Leave on these days to attend any Algona Community School District activity, which involves their immediate family; defined as child, sibling or grandchild. This exception is also available to attend the high school or college graduations of children, siblings, or grandchildren at other schools. A personal day may be granted on a teacher workshop day to move a child to college. The teacher is responsible for the learning and work of that day. No more than eight (8) employees shall be granted Personal Leave, except in the case of Bereavement, on any given day (2 High School, 2 Middle School, 4 Elementary [one per building plus one floating day]).

For any unused personal days, employee will have the option to be reimbursed for their unused personal leave at the rate of substitute pay per personal day not used or to carry over up to two (2) personal days to the following year so as not to exceed five (5) personal days total to start the following year. An employee may choose a combination of payout of days and carryover of unused days.

Employees have the option to convert 12-sick days to 1-personal day. The employee may make this conversion for an additional personal day one time each year.

SECTION 4.8 BUSINESS LEAVE

Employees covered by this Agreement may be granted one (1) day of leave per contract year,

without loss of pay, for business purposes. The request for this leave shall be submitted five (5) work days in advance of the day requested for leave except in the case of emergency. The day shall be used for business which cannot be accomplished on a Saturday, Sunday or holiday. This is a non-cumulative leave and shall not be used on days prior to or after vacations or holidays or during workshop or in-service days unless due to an emergency. Business Leave shall be approved only for the following reasons:

Court appearances when not under subpoena but requested to be present; emergency referral for a different member of the immediate family by a local doctor, if immediate family illness leave has already been completely used; I.R.S. audits; legal matters involving estates, divorce proceedings, land transfer or other legal matters requiring out-of-town appointments; IPERS retirement visits; real estate meetings; and arranging for college programs only when advisors are not available on weekends.

SECTION 4.9 ASSOCIATION LEAVE

Up to six (6) days each year shall be available to the Association for its representatives to attend conferences, conventions, or other activities of the local, state, and national education associations.

(Example: 3 employees x 2 days = 6 days or 6 employees x 1 day = 6 days, etc.)

Additional days, not to exceed six (6) days each school year, shall be available to members of the Algona Association of Educators who are elected members of state or unit Uni-Serv ISEA Boards when attending official meetings of those organizations. The Association shall reimburse the Board of Education for the cost of the substitute teachers for absent employees within ten (10) workdays following the leave. A Request for Leave form shall be submitted seven (7) school days in advance of the day(s) requested.

SECTION 4.10 MATERNITY LEAVE

Employees may be paid up to 6 weeks for Maternity Leave immediately after the birth/adoption of their child. Maternity Leave that lasts longer than 6 weeks will require the employee to use accumulated sick leave or FMLA.

Employees may be paid up to 2 weeks for Paternity Leave immediately after the birth of their child.

An employee may use up to five (5) days of paid leave to complete adoption procedures. If pre-approved by the Superintendent, an additional twenty-five (25) days of paid leave will be granted after the adoption of a child for the purpose of caring for and bonding with the child.

SECTION 4.11 PROFESSIONAL LEAVE

Attendance at educational and professional meetings is permitted with full pay if such absence is approved by the immediate supervisor and superintendent.

SECTION 4.12 JURY DUTY/COURT APPEARANCES

It shall be agreed that any leave granted under this section shall be limited to only cases wherein employees covered by this Agreement are under subpoena or direct court order to appear.

Requirements for application for this type of leave shall include, but not be limited to, the following:

A. Application for such leave shall be immediately submitted to the building principal by the employee so concerned upon the notification of the employee by subpoena or court order.

B. In order that no employee covered by this Agreement shall suffer financial loss because of any such absences as may occur under this section, the employee shall be paid by the District for the difference between the employee's normal contract salary and the compensation received for jury duty. Notification and certification to the Board of the amount the employee receives from any such jury duty shall be made by the employee to the Board not later than five (5) school days after the end of such jury duty. This notification and certification shall then become the basis on which the payment differential between the amounts received for jury duty and the employee's normal contract salary amount shall be paid to the employee. Payroll adjustment as required in any such cases shall be made at the very next payroll issuance by the District which is possible, excepting any computer limitations which may exist.

SECTION 4.13 LEAVE WITHOUT PAY

Any absence not covered by this Agreement will result in a deduction. The amount of the deduction will be determined by dividing the total contract amount by the number of contract days and multiplying by the number of days of absence. In addition, any employee with absences not granted by this Agreement, and not approved by the Board, shall be subject to non-compliance with contract terms and subject for dismissal.

ARTICLE V BASIC EMPLOYMENT CONDITIONS

SECTION 5.2 LENGTH OF WORKDAY

A. It shall be agreed by both parties that the contract day for employees covered by this agreement shall be from 8:10 a.m. to 3:50 p.m. on each contract day. Unexcused tardiness on the part of employees covered by this Agreement is an unacceptable work habit. Exceptions to the above are as follows:

1. Employees covered by this Agreement may leave at 3:40 p.m. on any Friday contract day, except in cases where their presence is required for job responsibilities.
2. Employees may leave fifteen (15) minutes following the dismissal of students on a school day preceding a holiday, except in cases where their presence is required for job responsibilities. Dismissal time to be established by the Board or designee.
3. No employee would be expected to routinely work more than forty hours per week. All other workday guidelines in Article V. would still apply.

B. It shall be understood and agreed that each employee covered by this Agreement shall be responsible for assuming supervisory duties at three (3) student activities in the District, according to a schedule to be made out in advance by the respective principal, and approved by the superintendent.

C. It shall be understood and agreed that employees covered by this Agreement shall attend meetings called by administrators. Such meetings shall be for the orderly conduct of building affairs where the meeting is called, for curriculum work, and for any and all other pertinent meetings as may be essential and necessary for carrying out the mission of the District as determined by the Board and the administration. The number of such meetings shall be of reasonable quantity in order to accomplish the purpose of such meetings. These meetings may be called before school or after school, at the discretion of the administrator.

D. It shall be understood and agreed by both parties that all time between 8:10 a.m. and 3:50 p.m., except for the lunch break, shall be subject to administrative structure. This shall include, but not be limited to, classroom instruction, duty assignment, subject preparation, curriculum meetings, parent conferences, administrative conferences, and/or preparation and planning time. The use of preparation and planning time shall be subject to the general supervision of the building administrator.

E. It shall be understood and agreed by employees covered by this Agreement that they shall not be permitted to leave their assigned place of job responsibility during the contract day or work assignment to other work schedules outside the contract work day unless they have the permission of the immediate supervisor, except as may be specifically indicated at another place in this Agreement. An employee may grieve only those leaves granted under this section, which are granted by the employee's immediate supervisor.

F. No employee covered by this Agreement shall visit with or discuss business matters of a personal nature with any representative or agent during the hours of work established by this article, except as indicated in Part D above.

G. No employee covered by this Agreement shall visit or discuss with salespersons matters related to textbooks, publications of the school, class insignia, athletic equipment, school equipment, school supplies, building and custodial supplies and the like without first securing the permission of the building administrator. Permission to be in the school for such purposes as are herein indicated in this section shall require the agent or business representative to first of all secure the permission of the principal, superintendent, or designee.

H. Assignment of employees covered by this Agreement to curriculum committees and curriculum development shall be in the area of job responsibility and at the direction of the administration, and shall be considered as a part of the employee's job responsibilities.

I. Any and all such meetings as the Association may call or the transaction of any business by the Association, its members, representatives or agents thereof on behalf of the Association shall be held outside the working hours and assignments as are established by this article. Employees covered by this Agreement shall be on duty for the full time of assignment and shall not leave assigned duties in advance. Elected representatives of the ISEA or NEA may visit in the lounges provided there is no interruption of teacher-student contact time.

J. Employees are contracted for 192 days. Per diem calculations will be based on 192 days.

K. It shall be agreed by both parties that the first, second and third school cancellation days each year will not need to be made up by teachers.

L. Teachers can bank up to four professional flex days. Activity, day and duration will be logged by teachers on a document provided by the District. Any banked days may be used by teachers for days four, five, six and seven of school cancellation. If students are required to make up any of these canceled days to meet minimum attendance requirements, teachers can not use banked days on those student make-up days. Logged hours should occur outside of a contracted day and may include time spent prior to the start of the school year and after the end of the school year. Activities will be at the discretion of the teacher as long as they are related to the teaching assignment.

M. The district will contribute \$10/month toward membership at the YMCA. That amount will be matched by the YMCA.

SECTION 5.3 HEALTH

A. It shall be agreed that the Board may require such physical fitness evidence, as it deems appropriate of any new or continuing employee covered by this Agreement. Such requirements shall be utilized in order that the Board is assured that all employees do possess the physical fitness to perform their assigned duties, and are free of communicable disease. New employees shall provide this evidence upon initial employment.

B. The Board or its representatives shall keep employees covered by this Agreement informed of physical fitness requirements as are deemed necessary by the Board.

C. Such medical examinations, by a licensed medical physician, as will show physical fitness and freedom from communicable disease shall be obtained by the employee as required by the Board from the licensed physician of the employee's choice. Reports of all examinations shall be submitted on a form provided by the District.

D. As per negotiated language regarding employee wellness, continuing employees should participate in a wellness health screening process each year. The expense for this annual wellness health screening will be paid by the district.

ARTICLE VI SENIORITY

SECTION 6.2 DEFINITION OF SENIORITY

Seniority for the purpose of this Agreement shall be based on the beginning date of continuous employment as a professional employee of the Algona Community School District. The beginning date shall be the date the employee signed their individual contract.

Part-time staff members shall earn seniority on a pro rata basis based on the FTE employee contract. (Example: a 3/4 time employee shall earn .75 year of seniority annually)

A teacher who teaches in more than one Area and/or specific curricular area in the same year(s) shall earn full seniority in all Areas and/or curricular areas being taught that given year.

SECTION 6.3 TERMINATION OF SENIORITY

Seniority shall be terminated if an employee:

1. Quits or resigns.
2. Is terminated.
3. Retires.
4. Fails to return from an approved leave of absence at its expiration.

DURATION CLAUSE

This contract shall commence July 1, 2026 and shall expire June 30, 2031. For 2027-2028, Article 3 Wages will be reopened for negotiation and all legal negotiated terms reopened in alternating years for the duration of the contract.

For the Algona Association of Educators For the Algona Board of Education

By Matt Stein By Thomas Nugent

Matt Stein 4-14-2026 Thomas Nugent 04-13-2026
AAE Chief Negotiator Date Algona CSD Chief Negotiator Date

By Brenda Geitzbauer By Joe Carter

Brenda Geitzbauer 4-14-2026 Joe Carter 4-13-26
AAE Chief Negotiator Date Algona CSD Chief Negotiator Date

SUPPLEMENTARY SALARY SCHEDULE

SUPPLEMENTAL SALARY SCHEDULE						
BASE \$41,765						
	1-2 YEAR	1-2 YEAR	3-4 YEAR	3-4 YEAR	5 YEAR	5 YEAR
DUTY	PERCENT	AMOUNT	PERCENT	AMOUNT	PERCENT	AMOUNT
ATHLETIC DIRECTOR-C7	0.25	10441	0.26	10859	0.27	11277
Weightlifting	\$25/day	2175	(145 day maximum)	6682	.17	10728
Strength & Conditioning Coach						7100
Summer Strength & Conditioning	.15	6265	.16			
FOOTBALL	0.15	6265	0.16	6682	0.17	7100
Head Varsity-C6						
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Middle School-C2	0.08	3341	0.09	3759	0.10	4177
Middle School-C2	0.08	3341	0.09	3759	0.10	4177
Middle School-C2	0.08	3341	0.09	3759	0.10	4177

Middle School-C2	0.08	3341	0.09	3759	0.10	4177
CROSS COUNTRY-C5	0.13	5429	0.14	5847	0.15	6265
MS (7th and 8th)-C2	0.08	3341	0.09	3759	0.10	4177
VOLLEYBALL						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Frosh-C3	0.10	4177	0.11	4594	0.12	5012
M.S. (8th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
M.S. Asst (8th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
M.S. (7th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
M.S. Asst. (7th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
BOYS BASKETBALL						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Frosh-C3	0.10	4177	0.11	4594	0.12	5012
M.S. (8th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
M.S. (7th Grade)-C2	0.08	3341	0.09	3759	0.10	4177

GIRLS BASKETBALL						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Frosh-C3	0.10	4177	0.11	4594	0.12	5012
M.S. (8th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
M.S. (7th Grade)-C2	0.08	3341	0.09	3759	0.10	4177
BOYS WRESTLING						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Head M.S.-C2	0.08	3341	0.09	3759	0.10	4177
Asst M.S.-C2	0.08	3261	0.09	3669	0.10	4077
GIRLS WRESTLING						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Head MS-C2	0.08	3341	0.09	3759	0.10	4177
Asst M.S.-C2	0.08	3341	0.09	3759	0.10	4177

BOYS TRACK						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Asst Varsity (B&G)-C4	0.11	4594	0.12	5012	0.13	5429
M.S.-C2	0.08	3341	0.09	3759	0.10	4177
M.S.-C2	0.08	3341	0.09	3759	0.10	4177
GIRLS TRACK						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
M.S.-C2	0.08	3341	0.09	3759	0.10	4177
M.S.-C2	0.08	3341	0.09	3759	0.10	4177
GOLF						
Boys-C5	0.13	5429	0.14	5847	0.15	6265
Girls-C5	0.13	5429	0.14	5847	0.15	6265
BASEBALL						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Frosh-C3	0.10	4177	0.11	4594	0.12	5012
MS-C2	0.08	3341	0.09	3759	0.10	4177
MS-C2 - added due to #s	0.08	3341	0.09	37595	0.10	4177

SOFTBALL						
Head Varsity-C6	0.15	6265	0.16	6682	0.17	7100
Asst Varsity-C4	0.11	4594	0.12	5012	0.13	5429
Frosh-C3	0.10	4177	0.11	4594	0.12	5012
MS-C2	0.08	3341	0.09	3759	0.10	4177
SWIMMING-C2	0.08	3341	0.09	3669	0.10	4077
VOCAL MUSIC						
Elementary - BG-C1	0.03	1223				
Elementary - Bryant-C1	0.03	1223				
Elementary - LW-C1	0.03	1223				
M.S.-C2	0.08	3341	0.09	3759	0.10	4177
H.S.-C6	0.15	6265	0.16	6682	0.17	7100
INSTRUMENTAL						
M.S.-C3	0.10	4177	0.11	4594	0.12	5012
H.S.-C6	0.15	6265	0.16	6682	0.17	7100
DEPARTMENT CHAIRPERSONS						
English-C1	0.03	1253				

Math-C1	0.03	1253				
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Science-C1	0.03	1253				
Social Studies-C1	0.03	1253				
Arts-C1	0.03	1253				
PE -C1	0.03	1253				
Vocational-C1	0.03	1253				
CLUBS						
HIGH SCHOOL						
AcademicDecathlon-C4	0.12	5012				
Activity Supervision	\$25 per activity					
Adult Farmer	0.05	2088				
AFS	0.02	835				
Art Activities	0.05	2088				
Camera-C1	0.03	1253				
Chaperone (Bus)	\$20 per trip for less than 6 hours	\$30 per trip for 6 hours or over				
Fall Cheerleaders	0.05	2088	0.06	2506	0.07	2924
Winter Cheerleaders (BBall)-C2	0.08	3341	0.09	3759	0.1	4177
Winter Cheerleaders (Wrestling)-C2	0.08	3341	0.09	3759	0.1	4177
Concessions Coord.	0.10	41477	plus \$15 for each tournament night			

Concessions Coord. (A)	0.06	2506				
Drama-C4	0.11	4594	0.12	5012	0.13	5429
Assistant Drama-C2	0.08	3341	0.09	3759	0.10	4177
Drill Team-C2	0.08	3341	0.09	3759	0.10	4177
Flag/Color Guard-C2	0.08	3341	0.09	3759	0.10	4177
FCCLA-C2	0.08	3341	0.09	3759	0.10	4177
FFA-C2	0.08	3341	0.09	3759	0.10	4177
Intramurals	0.05	2088				
Jr-Sr Prom Sponsor-SP1	0.02	835				
Mock Trial-SP3	0.03	1253	0.04	1671	0.05	2088
Model UN Advisor-SP3	0.03	1253	0.04	1671	0.05	2088
National Honor Society-SP3	0.03	1253	0.04	1671	0.05	2088
Publications-SP10	0.07	2924	0.08	3341	0.09	3759
Radio/TV Program-SP10	0.07	2924	0.08	3341	0.09	3759
Speech-SP11 (formerly Forensics)	0.08	3341	0.09	3759	0.10	4177
Special Olympics-SP3	0.03	1253	0.04	1671	0.05	2088
Student Council-SP11	0.08	3341	0.09	1671	0.10	4177
Yearbook-SP11	0.08	3341	0.09	3759	0.10	4177
Quiz Bowl-SP8	0.06	2506	0.07	2924	0.08	3341

MIDDLE SCHOOL						
MS Cheerleaders-SP6	0.05	2088	0.06	2506	0.07	2924

Science Fair-SP11	0.08	3341	0.09	3759	0.10	4177
Asst Science Fair-SP5	0.04	1671				
Student Council-SP7	0.05	2088				
Spelling Bee-SP7	0.05	2088				
6th Grade Math Bee-SP4	0.03	1253				
8th Grade Math Bee-SP4	0.03	1253				
7/8 Math Counts-SP4	0.03	1253				
M.S. Quiz Bowl-SP7	0.05	2088				
M.S. Yearbook-SP5	0.04	1671				
M.S. Voluntary Spec-SP2	0.025	1044	(per 9 week offering, max of 3			
			paid only if more than 6 contacts)			
ELEMENTARY						
Special Olympics-SP3	0.03	1253	0.04	1671	0.05	2088

\$500 Annual Stipend for those who coach/sponsor at least 2 sports/activities at the 7-12 level to be paid May 20

Attachment II**TEACHER SALARY INCREASE FOR 2026-27 CONTRACT YEAR**

For 2026-2027 each bargaining unit employee will receive a \$1,300 increase per 1.0 FTE. Any employee working less than 1.0 FTE will have the \$1,300 increase prorated. A \$300 payment will be made to each bargaining unit employee that returns their contract within 7 days of issuance.

