Tentative Agreement

regarding the 2025-2028 Master Agreement between the Oskaloosa Community School District Board of Directors and the Oskaloosa Education Association

Contract terms for the 2025-2028 Agreement will remain as previously agreed except for as follows:

ARTICLE IV: TEMPORARY LEAVES OF ABSENCE

Delete - B. Family Illness - Change Letters as needed.
Incorporate the language into Article III: Sick Leave A. Accumulative Benefits.

ARTICLE III: SICK LEAVE

A. Accumulative Benefits - Change to include Article IV: Temporary Leaves of Absence B. Family Illness language.

Employees shall be granted leave of absence for personal illness or family illness (sick leave), with full pay, according to their years of teaching experience (for new hires) as follows: fifteen (15) days for the first year, sixteen (16) days for the second year, seventeen (17) days for the third year, eighteen (18) days for the fourth year, nineteen (19) days for the fifth year, and twenty (20) days for the sixth year and every year thereafter.

Sick leave may be used for the personal illness of the employee or for the illness of a spouse, children, parents, siblings, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, any other person living in the employee's household, or other person of significant relationship to the employee. This leave may also be used in the case of adoption, surrogate childbirth, or when the employee is the spouse of a mother who has given birth to a child.

Unused sick leave days shall accumulate from year to year, with a maximum of 120 days.

If an employee is on an extended contract, they shall be entitled to one additional sick leave day for each unit of twenty (20) additional working days beyond the standard contract.

If an employee requires additional sick leave days beyond the amount available, they may appeal to the Superintendent for consideration.

ARTICLE VII: SALARIES AND SALARY SCHEDULES

SALARY SCHEDULE

Implementation of a one-time base salary placement tool in order to place certified teachers on their own individual *base salary* for 2025-2026 that ensures:

1. At least a 2.5% increase to each individual employee's salary

2. Decompaction to staff salaries caused by state mandated salary minimums

3. Compliance with all state mandated salary minimums

Teachers are placed on the below placement tool based on the wage that is

1. In their current educational lane

2. Above their current wage by at least a 2.5%

3. Meets the state minimum salary for 12+ years of teaching experience

2025-2026 One-Time Base Salary Placement Tool (Combined with TSS)

	BA	**BA+15**	**BA+30**	**MA**	**MA+15**	**MA+30**
A	$50,000	$50,750	$51,500	$52,800	$53,800	$54,800
B	$50,100	$51,000	$51,800	$53,250	$54,250	$55,375
C	$50,200	$51,250	$52,100	$53,700	$54,700	$55,950
D	$50,300	$51,500	$52,400	$54,150	$55,150	$56,525
E	$50,400	$51,750	$52,700	$54,600	$55,600	$57,100
F	$50,500	$52,000	$53,000	$55,050	$56,050	$57,675
G	$50,600	$52,250	$53,300	$55,500	$56,500	$58,250
H	$50,700	$52,500	$53,600	$55,950	$56,950	$58,825
I	$50,800	$52,750	$53,900	$56,400	$57,400	$59,400
J	$50,900	$53,500	$54,700	$57,350	$58,350	$60,725
K	$51,000	$54,250	$55,500	$58,300	$59,300	$62,050
L	$52,100	$55,000	$56,300	$59,250	$60,250	$63,375
M	$62,000	$62,750	$63,500	$64,800	$65,800	$66,800
N			$64,500	$65,800	$66,800	$67,800
O			$66,000	$67,300	$68,300	$69,300
P			$66,500	$68,050	$69,100	$70,140
Q			$67,000	$68,800	$69,900	$70,980
R			$67,500	$69,550	$70,700	$71,820
S			$68,000	$70,300	$71,500	$72,660
T				$71,050	$72,300	$73,500
U				$71,800	$73,100	$74,340
V				$72,550	$73,900	$75,180
W					$74,700	$76,020
X					$75,500	$76,860
Y					$76,300	$77,700
Z					$77,100	$78,540
AA					$77,900	$79,380
BB						$80,220

Beginning in 2026-2027, teachers will receive a *pool increase* to their *base salary*. A *pool increase* is a flat per employee increase that is equal for each teacher. Teachers will remain in lanes, but traditional salary steps from the 2024-2025 schedule will not be tracked moving forward. Total years of experience will be tracked for the state mandated $62,000 salary minimum.

If a teacher makes a lane change, they will receive *lane change base increases* for this as follows:

BA+15 = $750

BA+30 = $750

MA = $1,300

MA+15 = $1,000

MA+30 = $1,000

These amounts are cumulative. If an employee moves three lanes in one year, they receive the total of all *lane change base increases*. For example, if an employee's salary is $50,000 in FY26 in the BA lane and they move to MA in FY27. The employee receives a $2,800 *lane change base increase* ($750 + $750 + $1,300). Their new base is $52,800 which they then also receive the yearly *pool increase* to as well.

In recognition of the 2023-2025 Memorandum of Understanding on Additional Pay, longevity rates were increased as follows: Step 1 = $2,442, Step 2 = $2,791, Step 3 = $3,140. All teachers receiving longevity pay as of the 2023-2025 MOU were moved to the next step of longevity pay and the amount was added to their placement base. Longevity steps are no longer tracked as of 2026-2027 and the amount will remain in the placement base permanently.

Add $1,000 to the base of the nurse salary schedule..

Co/Extra-Curricular Pay Schedule
Add (2 steps below head)

- Assistant Swim at Category 5
- Assistant Bowling at Category 5
- Assistant Esports at Category 6

Add $500 to the co/extracurricular generator base

ARTICLE VIII: COMPLIANCE CLAUSES AND DURATION

SECTION F: DURATION PERIOD

This agreement shall be effective as of July 1, 2025 and shall continue in effect until June 30, 2028, unless otherwise modified by mutual agreement.

In the event of legislative changes, whether state or federal, that impact any provisions of this agreement, both parties agree to reopen the affected sections for renegotiation in good faith, by mutual consent.

Furthermore, salary and related compensation shall be subject to annual review and negotiation for each fiscal year during the term of this agreement.

The Board intends to approve a tentative agreement on May 27, 2025, and wishes for ratification to occur prior to that date.

Other items not part of the contract terms for 2025-2028, but agreed upon under this tentative agreement:

The district will issue a one time TSS stipend of $241 per 1 FTE certified staff member who receives TSS in June of 2025.

The parties agree to extend the Memoranda of Understanding regarding Association Rights with no changes.

Ratification will occur prior to May 28, 2025

Beverly L Jenkinson

Mrs. Beverly Jenkinson, Chief Negotiator
Oskaloosa Education Association

Dr. Michael Fisher, Chief Negotiator
Oskaloosa CSD Board