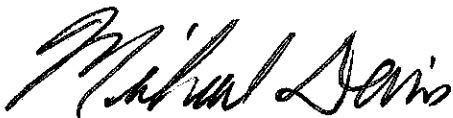


WEST BURLINGTON INDEPENDENT SCHOOL DISTRICT
Tentative Agreement
WEST BURLINGTON EDUCATION ASSOCIATION
April 29, 2025

For the 2025-2028 contract:

PREAMBLE		Current Contract
ARTICLE I	RECOGNITION	Current Contract
ARTICLE II	IMPASSE PROCEDURES <i>Current contract, except delete reference to "Section 21," as this is no longer part of the law.</i>	
ARTICLE III	GRIEVANCE PROCEDURES 3.4.4 Fourth Step: If the grievance is not resolved satisfactorily at step three, there shall be an available fourth step of <u>an impartial review by a representative(s) of the Board of Directors</u> The Association may submit, in writing, a notification on behalf of the Association and the grieving employee to the Superintendent within ten (10) school days from the receipt of the step three answer to <u>initiate such Board review</u> <u>The Board review process will be conducted by a representative(s) of the Board who will impartially review the information presented by the parties. The representative's role will be deciding the appropriate interpretation or meaning of the applicable provision of this Agreement.</u> The decision of the <u>Board representative(s)</u> will be final and binding on the parties.	
ARTICLE IV	PROFESSIONAL DEVELOPMENT	Delete
ARTICLE V	HEALTH PROVISIONS	Delete
ARTICLE VI	SAFETY PROVISIONS	Delete
ARTICLE VII	EMPLOYEE WORK YEAR 7.1 Contract Year. The standard contract year for teachers in their first year of teaching at West Burlington will be one hundred eighty-six (186) days. All other employees under this Agreement will be contracted for a total of one hundred eighty-four(184) days. The one hundred eighty-four days will consist of: a. <u>Days necessary to ensure adequate student contact time, as determined by the District.</u> b. <u>Days necessary for in-service and professional development, as determined by the District.</u> c. Two (2) comp days one (1) day for fall/winter parent/teacher conferences <u>and</u> one (1) day for spring parent/teacher conferences. d. One flex day (MLK) to compensate for time outside of contract for IEP's and other student related meetings.	



ARTICLE VIII EMPLOYEE'S HOURS

8.1 CONTRACT DAY: The in-school work day for full time employees shall consist of not more than eight (8) consecutive hours.

8.2 Teacher Preparation Time

All teachers will receive at a minimum an average of 200 minutes per standard five day work week.

8.3 LUNCH PERIOD: All employees shall have thirty (30) minutes minimum for a duty free lunch each day. After informing the office, employees may leave the building during their duty free lunch time.

8.4 TEACHING LOAD: The teaching load for all employees, excepting librarians and counselors, shall not exceed a weekly average of three hundred sixty (360) minutes per day of pupil contact. (Pupil contact shall consist of class time and any other assigned student supervision). Conditions may require the teaching load to exceed three hundred sixty (360) minutes per day, but will not be continued on a scheduled or repetitive basis.

8.5 FACULTY MEETINGS: Employees may be required to come to work earlier than the beginning of the regular work day or to remain after the end of the regular work day without **additional compensation for the purpose of attending faculty meetings (not to exceed 9 per year) and/or other meetings for the purpose of improving the education of the District. Meetings shall not be called after school on any day immediately preceding a non-work day. Meetings shall not start more than thirty (30) minutes before the start of the standard work day or extend more than thirty (30) minutes after the end of the standard work day unless there is a guest speaker.**

ARTICLE IX SICK LEAVE

9.1 ACCUMULATIVE BENEFITS: Employees shall be credited with leave of absence for personal illness or injury with full pay at a rate of:

- a. The first (1st) year of employment, ten (10) days,
- b. The second (2nd) year of employment, eleven (11) days,
- c. The third (3rd) year of employment, twelve (12) days,
- d. The fourth (4th) year of employment, thirteen (13) days,
- e. The fifth (5th) year of employment, fourteen (14) days,
- f. The sixth (6th) and subsequent years of employment, fifteen (15) days.

The Board may require a doctor's verification after five (5) consecutive days of unverified illness.

(1) "Sick leave of employees working 35+ hours/week or more shall be accumulative to one hundred fifty (150) days. Each year's credit shall commence on the first (1st) day of contractual employment."



(2) Sick leave for employees and Family Illness leave will be consolidated into a single category, eliminating the need for day exchanges. Immediate family shall be limited to the following relatives: spouse, child, step-child, father or mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, step parent and foster child.

9.2 EXTENDED LEAVE: Requests for further unpaid leave may be granted by the Superintendent.

9.3 PAYMENT FOR UNUSED SICK LEAVE: The District will pay the employee fifty dollars (\$50.00) per day for each day of unused sick leave that that employee would lose at the end of the year due to having accumulated 150 days of sick leave. This would be payable with the second paycheck in June.

ARTICLE X

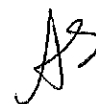
LEAVES OF ABSENCE

10.1 PERSONAL LEAVE	Current Contract
10.2 BEREAVEMENT LEAVE	Current Contract
10.3 FAMILY ILLNESS LEAVE	Delete
10.4 PROFESSIONAL LEAVE	Delete
10.5 ASSOCIATION LEAVE	Current Contract
10.6 JURY DUTY	Handbook
10.7 MILITARY LEAVE	Handbook
10.8 MATERNITY LEAVE	Handbook
10.9 DISABILITY LEAVE	Delete
10.10 FAMILY AND MEDICAL LEAVE	Handbook
10.11 OTHER PAID LEAVES	Delete
10.12 OTHER NON-PAID LEAVES	Delete

ARTICLE XI

SALARIES

11.1 SALARY:	
The salary of each employee covered by this Agreement shall be determined by the employee's wages, Teacher Salary Supplement amount, extended contract salary, and extra-curricular salary, as applicable.	
11.2 PLACEMENT ON SCHEDULE	Delete
11.3 ADVANCEMENT ON SCHEDULE	
11.3.1 - Delete	
11.3.2.1 - Handbook (Delete 11.3.2, 11.3.2.2-11.3.2.4)	
11.4 EXTRA ASSIGNMENT, EXTENDED CONTRACTS, AND PART TIME CONTRACTS:	Handbook
11.5 METHOD OF PAYMENT	Current Contract
11.6 ASSESSMENTS	Current Contract
11.7 Step Movement	Delete



ARTICLE XII**SUPPLEMENTAL PAY**

12.1.1 Schedule

Current Contract

12.1.2 Method of Payment

Current Contract

The supplemental salary for extracurricular duty shall be prorated at the rate of one twenty-fourth (1/24th) **for returning staff or at the rate of one twenty-fifth (1/25th) for new staff** of the total compensation for licensed employees and shall be included in the regular bi-monthly paycheck.

ARTICLE XIII**COMPLIANCE CLAUSE AND DURATION**

13 FINALITY

Delete

13.1 SEPARABILITY AND SAVING

Delete

13.2 PRINTING

Delete

13.3 NOTIFICATION AND DURATION

Delete

This agreement shall be effective July 1, **2025**, or upon the date of signature of both parties, whichever is latest, and shall continue in effect until **June 30, 2028**.

ARTICLE XII**HANDBOOK AND MAINTENANCE COMMITTEE**

Creation of a Handbook Development and Maintenance Committee to update language and discuss challenges and obstacles. This committee will consist of 3 district administrators, 1 Board Member and 4 teachers as determined by the association (2 elementary and 2 Secondary)

SCHEDULE I**2025-2026 SALARY SCHEDULE****2025-2026 Salary Schedule****Schedule 1****Salary**

LANES	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
GENERATOR BASE	\$33,101	\$33,101	\$33,101	\$33,101	\$33,101	\$33,101	\$33,101	\$33,101
LANE/EDUCATION BASE INCREASE	\$0	\$1,400	\$2,800	\$4,200	\$5,600	\$7,000	\$8,400	\$9,800
BASE WAGE	\$33,101	\$34,501	\$35,901	\$37,301	\$38,701	\$40,101	\$41,501	\$42,901

Note - All certified staff not impacted by the state minimums of \$50,000.00 and \$62,000.00 will receive a 2.7 % salary increase of \$893.73 the first year, 2.5% increase of \$827.53 the second year, and 2.5% increase of \$827.53 the third and final year of this contract. Those receiving state minimum salaries of less than \$893.73 will receive the difference from the district. Lane movement will have a \$26.00 increase from \$1374 to \$1400.




SCHEDULE II 2025-2026 EXTRACURRICULAR SALARY SCHEDULE

**2025-2026 Salary Schedule
Schedule II
Extra-Curricular**

<i>Base</i>	A	B	C	D	E	F
<i>33,101</i>	3,807	3,476	2,483	2,152	1,655	662

Individuals currently holding extracurricular contracts will remain at the current rate of pay ensuring pay does not decrease with the new agreement.

*Note: Article numbers, names, subheading and points will be updated on the final version of the Master Contract to reflect agreed upon changes.

Mark Davis

Alicia Sherwood

