

MASTER CONTRACT

Between the

**TRI-CENTER COMMUNITY
SCHOOL DISTRICT**

And

**TRI-CENTER
EDUCATION ASSOCIATION**

2026-2027

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TRI-CENTER COMMUNITY SCHOOLS

AGREEMENT WITH

TRI-CENTER EDUCATION ASSOCIATION

THIS AGREEMENT is made and entered into by and between the TRI-CENTER COMMUNITY SCHOOL DISTRICT, hereinafter sometimes referred to as the “District”, the “Board” or the “Employer”, and the TRI-CENTER 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

DEFINITIONS

- 1.1 The terms “Employer”, “District”, and “Board” shall mean the Tri-Center Community School District and its designated representatives.
- 1.2 The term “Association” shall mean the Tri-Center Education Association, and its designated representatives.

ARTICLE II

EMPLOYER AND ASSOCIATION RIGHTS AND RESPONSIBILITIES

- 2.1 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 III

GRIEVANCE PROCEDURE

- 3.1 The purpose of this procedure is to provide an orderly procedure for the prompt resolution of claimed grievances at the lowest possible level.
- 3.2 A grievance is defined as a timely-filed claim by an employee(s) alleging that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement.
- 3.3 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 ten (10) working days after the 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 ten (10) 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 and a copy thereof to the Association 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/her designee will, if requested by the grievant, meet with the grievant at a time mutually agreeable to the parties and, if no settlement is reached, the Superintendent or his/her designee will provide

a written answer to the grievant within five (5) working days following such meeting, or from the date of submission if no meeting is requested.

- 3.4 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 five (5) 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. Within five (5) working days after receipt of the notice, the parties shall attempt to select a mutually agreeable arbitrator. In the event the parties are unable to agree upon an arbitrator, they shall within ten (10) days after receipt of the notice, jointly request the PERB 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 representative shall determine by lot 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 and convenience of the Board and Association representatives, the arbitrator shall schedule the time and place for a hearing on the grievance, at which hearing the Association shall first present its evidence, then the Board its evidence, and with each side having the right to file a post-hearing brief. Such hearing shall be private unless otherwise agreed to by the parties.

- 3.5 An arbitrator selected pursuant to the provision of Section 3.4 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 that discretion is ruled to be arbitrary or 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 Board for a date prior to the date that the actual event 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 Board under applicable law. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the express 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 upon the parties. 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 Board and the Association.

- 3.6 The parties will share equally any joint costs of the arbitration procedure, such as the fees and expenses of the arbitrator and court reporter and costs of a hearing room and transcript. Any other expenses shall be paid by the party incurring them, and each party shall be responsible for compensating its own representatives or witnesses.
- 3.7 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, the Association, or its 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.
- 3.8 All grievances at Step One, Two, and Three shall be presented, discussed and processed during employees' non-class time.
- 3.9 At his/her option, a grievant may be accompanied by an Association representative at any stage of the grievance procedure.
- 3.10 No reprisals shall be taken by the Employer against a grievant for exercising his/her rights under the grievance procedure.
- 3.11 If, in the judgment of the Association, a grievance exists, the Association may process such a grievance through all levels of the grievance procedure. Class grievances involving more than one supervisor or grievance initiated by an action of the Superintendent shall be initiated at Step Two of the grievance procedure.

ARTICLE IV

HEALTH AND SAFETY

- 4.1 First aid equipment will continue to be maintained in each building.

ARTICLE V

LEAVES

****Additional Requirements and Limitations of Leaves applied as state in the Employee Handbook**

5.1 Sick Leave: Employees will be granted leaves of absence for personal illness or injury, not covered by Workers' Compensation, on the following basis:

- a) Sick leave can be used for personal and family illness or injury. "Family" is defined as adult children and family members living in the employee's dwelling. Parents/adult children shall be included as "family" wherever the parents/adult children reside.
- b) Sick leave without loss of pay will be granted in the following amounts:

1	First year of employment	10 days
2	Second year of employment	11 days
3	Third year of employment	12 days
4	Fourth year of employment	13 days
5	Fifth year of employment	14 days
6	Sixth and subsequent years of employment	15 days

The above amounts shall apply only to consecutive years of employment in the Tri-Center Community School District, and unused portions may be accumulated up to a maximum of one hundred thirty (130) working days.

- c) An employee absent due to personal illness or injury shall, if requested by the Employer, furnish to the Employer a physician's written statement that the employee's health or disability 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) At the time of retirement, the Tri-Center Community School District will buy back the employee's accumulated sick leave days

as a part of the Early Retirement Package and in accordance with Iowa Code 279.46. The cost per day will be twenty (\$20) dollars. 279.46 reads in part: The program is available only to employees between 55-65 years of age who notify the board of directors **by the March Board Meeting prior to April 1 of the fiscal year** that they intend to retire not later than the next following June 30. However, the age at which employees shall be designated eligible for the program, within the age range of fifty-five to sixty-five years of age, shall be at the discretion of the board.

- f) Employees who have accumulated one hundred thirty (130) sick days by the first day of the contract year will be provided with the option of exchanging ten (10) sick days for one (1) personal day per contract year

5.2 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 an 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 first scheduled workday 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.
- d) Be available for work for the remainder of any day in which the employee is not required to perform jury duty.

5.3 Funeral Leave: An employee will be granted a leave of absence in the event of a death in the employee's immediate family, on the following basis:

- a) In the event of the death of an employee's spouse, child, parent, father-in-law or mother-in-law, brother or sister, up to five (5) days per occurrence absence will be allowed without loss of pay for regularly scheduled working days.

- b) In the event of the death of an employee's grandparents, grandchild, sister-in-law, brother-in-law, son-in-law, daughter-in-law, up to three (3) days per occurrence absence will be allowed without loss of pay for regularly scheduled working days.
- c) An employee will be allowed up to two days leave to attend the funeral of a close friend or a relative that is not considered immediate family.
- d) The employer shall be promptly notified of an absence hereunder and the reason therefore.
- e) Funeral Leave is not cumulative.
- f) The Superintendent may at his/her discretion grant extended unpaid funeral leave in cases where travel requirements or other extreme extenuating circumstances warrant it.

5.4 Professional Leave: For educational and work-related purposes, an employee may be permitted to attend professional conferences, seminars, meetings or workshops or to visit other schools to view other instructional techniques or progress, without loss of pay, upon five (5) school days prior written application to and approval by the Superintendent.

5.5 Personal Leave: Each school year each employee shall be granted three (3) days maximum subject to the following conditions:

- a) At the discretion of the Employee, three (3) days of paid personal leave may be granted per school year upon request to the building administrator for approval. Approval will be based on not interfering with the educational process within the school building (e.g., not on field trip days, award ceremonies, etc.).
- b) No personal days will be allowed during the first week or last week of the school year, or during scheduled staff development and parent-teacher conference days; unless it is a school-related activity that pertains specifically to a member of the staff and his/her program or immediate family.

- c) Documented application for personal leave must be made to the Employer at least five (5) school days prior to the requested leave date (except in case of emergency).
- d) Three (3) people per district may use personal leave on the same day (except in case of emergency). At the discretion of the building principal, additional personnel may be granted personal leave on the same day.
- e) Personal leave days may accumulate, but not exceed a total of 6 days. No more than 3 days may be rolled forward from the previous contract year. Therefore, with the possible day that could be traded for 10 sick days (see 5.1.f) no teacher will have more than 7 personal days available for use in any one year of employment.

5.6 Discretionary Leaves: The Board may, at its discretion, grant a leave of absence to an employee for reasons acceptable to the Board and upon such terms and conditions as may be prescribed by the Board. **Dock days would be considered Discretionary Leave.**

5.7 Reimbursement:

- a) Any employee who uses two days of sick leave or less and no personal leave during the year may apply for a reimbursement equivalent to two days of substitute pay. Written application must be submitted to the Superintendent by June 1 of the contract year in order to be eligible for reimbursement.
- b) Employees wishing to defer payment will automatically have up to three unused personal days forwarded to the next year.

5.8 Employee Travel:

****Tri-Center will follow CDC guidelines when dealing with travel. If a quarantine is necessary, quarantine time will not be covered through either FFCRA/COVID or sick leave. You may use Personal Days and/or take a full deduction.**

ARTICLE VI

EMPLOYEE WORK YEAR

6.1 Except for employees on extended contracts, the regular in-school work year for employees covered by this Agreement shall not exceed 190 days (191 days for new employees), including in-service days and the following four (4) holidays:

- a) January 1
- b) Labor Day
- c) Thanksgiving Day
- d) December 25

6.2 Extended contracts may be issued at the Employer's discretion for a specified number of days beyond 190. In such cases, employees will be paid 1/190th of his/her contract pay for each such day of extension. Supplemental pay shall be factored out before the calculation for the per diem pay.

6.3 An employee, who provides professional services on days in addition to the regular school year as designated on the individual contract, shall be compensated at the employee's individual per diem rate. Any additional time added shall be prorated at an hourly rate consistent with the individual per diem rate. Any state allocation money earmarked for professional development activities beyond the number of days designated on the individual contract shall be paid at the individual per diem rate. Supplemental pay shall be factored out before the calculation of the per diem pay.

ARTICLE VII

NORMAL SCHOOL WORKDAY

7.1 The normal in-school workday will consist of eight (8) hours per day. The normal workday begins at 7:45 A.M. and end at 3:45 P.M. with the majority support of the staff and administrative approval. Excluded from such hours are extracurricular and supplemental assignments.

7.2 On Fridays or on days immediately preceding scheduled holidays or recesses, an employee's workday may end ten (10) minutes following the close of the pupil day.

7.3 Employees may be required by the Employer without additional compensation to attend a reasonable number of meetings before or after the normal in-school workday. Notices of such meetings will be provided to employees as soon as practicable prior to such meetings.

7.4 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. Employees shall have a daily preparation time (or an equivalent amount of aggregate time over the course of the week) that is arranged by the building principal.

7.5 Building principals shall meet with their staff before or during the first week of school to discuss and implement a plan to provide as many duty-free lunch periods as are practicable given the special problems of each attendance center.

ARTICLE VIII

WAGES AND SALARIES

8.1: Components of Total Salary: The total salary for each certified staff member covered under this agreement is comprised of the local general fund portion and any separate state categorical and Teacher Supplemental Salary Funds (TSS)

- A. The local general fund portion represents the amount contributed by the local district to the total salary for a certified staff member. The amount of general fund dollars allocated to teacher salaries is determined annually through collective bargaining.
- B. TSS is a salary supplement provided by the State of Iowa for certified staff members.
A portion of the annual allotment of funds to the District is based upon the number of certified staff members. There is also a portion that is allotted based on achieving the state mandated minimum salaries.
- C. TSS is not negotiable.

8.2: Computation of Total Salary:

- A. The salary components and the respective dollar amounts shall be calculated by subtracting TSS funds from the total teaching salary.
- B. **The annual contract amount for TSS will be based upon 8.1 (B) (see above) Any laws passed by the legislature in regards to what funds can be a part of TSS may affect this calculation.**

8.3: Salary Determination for General Fund Portion:

- A. The 2018-19 served as the base for determining the local general fund portion of all career teachers under contract with the District for all subsequent years.
- B. All per diem additions to or deductions from the base contracts shall be computed on the number of days on the individual employment contract.

- C. A new employee coming in to the District may, in the Board's sole discretion, receive credit for all previous teaching experience in a duly accredited school. The number of years allowed will be made in conjunction with the superintendent's recommendation for hire.

Newly hired teachers who have achieved career teacher status prior to employment with the District shall have their local general fund portion determined through comparison with District teachers with similar years of experience.

8.4: Salary Advancement through Continuing Education:

Educational Lanes: For an employee to advance from one educational lane to another, he/she shall file evidence satisfactory to the Superintendent on or before September 1, or as soon thereafter as possible, evidencing receipt of additional undergraduate and/or graduate educational credit in a field which in the Board's discretion is related to or likely to improve the employee's performance of his/her duties. An employee shall give evidence to the Board of Education as to how additional educational credits will improve the employee's performance of his/her duties. An employee to advance from one educational lane to another shall file a letter of intent of additional educational credit with the Superintendent no later than the 31st of May. All course work must be completed prior to September 1st.

In recognition of the efforts of certified staff members beyond their bachelor's degrees, the District shall provide the following financial rewards for educational advancement. (For an employee to advance from one educational lane to another, s/he shall follow the deadlines spelled out in the previous paragraph.)

- A. Bachelor's +12 graduate level credit hours equals \$1,000 increase in local general fund portion of total salary.
- B. Bachelor's +24 graduate level credit hours equals \$1,000 increase in local general fund portion of total salary.
- C. Master's Degree equals \$1,000 increase in local general fund portion of total salary.

D. Master's +12 graduate level credit hours equals \$1,000 increase in local general fund portion of total salary.

8.4 Method of Payment: Each employee shall be paid in 12 equal installments. Employees shall receive their payment through direct deposit by the 20th of each month.

8.5 Employee will receive pay through direct deposit to the banking institution or credit union of his/her choice. This will be contingent upon a bank in the Tri-Center District serving as the clearinghouse bank for such transactions.

ARTICLE IX

PAYROLL DEDUCTIONS

9.1 403(b) Contributions: The employer agrees to provide for and participate in a state-sponsored 403(b) plan for employees who wish to participate in such a plan. The cost of the district to participate in the state-sponsored 403(b) plan shall be paid by the employer.

ARTICLE X

GENERAL PROVISIONS

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

10.2 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 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.

10.3 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.

ARTICLE XI

TERM OF AGREEMENT

11.1 This Agreement shall be effective the 1st day of July 2026 and shall continue in force and effect until the 30th day of June 2030. During the term of this agreement, the parties agree they may bring 1 language item and agree Article VII Salaries shall be open to negotiate base wages for the 2027-28 Master Contract and all following contract years.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative this 9th day of April 2026.

TRI-CENTER COMMUNITY
SCHOOL DISTRICT

By: Mika Olsen
President

TRI-CENTER EDUCATION
ASSOCIATION

By: Lergh Ann Petersen
President

TRI-CENTER COMMUNITY SCHOOLS - SCHEDULE A - INDEX
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BASE	\$33,000	2026-27
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Step	110 HRS	BA	BA+12	BA+24	MA	MA+12	Step
0	0.86	1.00	1.04	1.08	1.12	1.16	0

Formula for Contract Salary: Index X Base + TSS = Contract Total

Tri-Center Community School Extracurricular Pay Schedule

Extracurricular Pay Generator Base: \$ 33,500.00

High School Head Coach

Volleyball	14%
Cross Country - Coed	14%
Football	14%
Basketball - G/B	14%
Wrestling - G/B	14%
Track - G/B	14%
Soccer - G/B	14%
Golf - Coed	14%
Baseball	14%
Softball	14%

Assistant High School Coach

Volleyball (1*)	10%
Cross Country (1)	10%
Football (3)	10%
Girls Basketball (1*)	10%
Boys Basketball (1*)	10%
Boys Wrestling (1*)	10%
Girls Track (1)	10%
Boys Track (1)	10%
Girls Soccer (1)	10%
Boys Soccer (1)	10%
Golf (1*)	10%
Softball (1)	10%
Baseball (1*)	10%

Junior High Coach

Volleyball (2)	5%
Cross Country - with HS	-
Football (2)	5%
Boys Basketball (2)	5%
Girls Basketball (2)	5%
Girls Wrestling - with HS	-
Boys Wrestling (1*)	5%
Track (2*)	5%

Sponsors

Weight Training	12%
Homecoming (2)	2%
Prom (2)	2%
Speech (1)	8%
Play (1)	5%
FBLA (1)	6%
FCCLA (1)	6%
HOSA (1)	6%
Flags (1)	3%
Spanish Club (1)	4%
Ag Facility (1)	12%
Special Olympics (1)	4%
HS Student Council (1)	6%
Elem Student Council (2)	3%
Dance Team (1)	4%
eSports (1)	6%
Football Cheer (1)	3%
Basketball Cheer (1)	4%
Wrestling Cheer (1)	4%

Other

Athletic Director	30%
JrH Athletic Director	6%
HS Publications/Yearbook	4%
Elem Yearbook	2%
Academic Advisor (2 - HS/MS)	3%
Vocal Music	10%
Instrumental Music	13%
Variety Show	5%
Lunch Duty	3%

Teammates Coordinator	\$2,000
Summer Program Coordinator	\$2,500
Summer Program	\$20/Hr
At-Risk Interventionist	\$2,000
Summer ESY	\$25/Hr
Drivers Education	\$195/Student

* If participation levels are high, additional assistant coach position is available.
Based on team levels played (Frosh, JV, V) or student safety based on AD recommendation.

TC Salary Distribution 2026-2027

Tier #	Tri-Center Years Range	Salary Increase* TSS addition
9 (7)**	28+	\$1,067.50
8 (6)	25-27	\$1,043.23
7 (8)	19-24	\$1,018.97
6 (6)	15-18	\$994.71
5 (8)	5-14	\$970.45
4 (8)	5-7	\$946.19
3 (9)	3-4	\$921.93
2 (5)	2	\$897.67
1 (4)	1	\$873.41

**Based on base contract of 190 days; pro-rated to specific contract days of each employee*

***The number in parenthesis is the number of employees on that tier.*

Negotiations Notes:

3.00% total Salary package increase. Base received a 2% tier increase. The additional 1% was used to give movement to assist with the cliffs that have been in place since the state changed to mandatory state minimums (i.e, \$50,000 starting and \$62,00 for 12 years). An additional \$50 was allocated per year teaching (excluding year one) and an education factor of \$115 for education lanes based on FY26 Contracts (BA12 = \$86.25, BA24 = \$115.00, MA = \$143.75, MA12 = \$172.50, MA24 = \$201.25).

New Generator Base for Schedule B ONLY: \$33,500

TSS-M Will determined based on state mandated minimum salary requirements

Employee Insurance Expense:

Single	Family	
* Classic 500	\$335.60	\$1,606.76
Select 750	\$285.55	\$1,479.27
** POS 1500	\$193.88	\$1,245.78
HDHP 2500	\$166.29	\$1,175.49
HDHP 5000	\$ 42.16	\$ 859.32

*Classic 500 Plan is frozen as of 6/30/2025. You will not be allowed to join this plan

**POS 1500 is a new plan effective 7/1/2025. Point Of Service, you must select a primary care provider for each family member under this plan.