

2026-2027

**COLLECTIVE
BARGAINING
AGREEMENT**

for

Certified Employees

**JESUP COMMUNITY
SCHOOL DISTRICT**

JESUP, IOWA

PREAMBLE

The Board and the Association recognize and declare that providing a quality education for the students of the Jesup Community School District is their mutual desire. It is also recognized by the Board of Education and the Association that the quality of this education depends importantly upon the quality and the morale of the teachers, the performance of the Board and the Administration, and the support of the parents and community at large.

Therefore, the express purpose of this Agreement shall be to improve the conditions and educational benefits of the Jesup Community School District.

As a result, both parties have reached certain understandings which they desire to confirm in this Agreement. It is agreed as follows:

ARTICLE I RECOGNITION

A. Units

The Board hereby recognizes the Jesup Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (case: #257) issued by the PERB on the 9th day of September, 1975.

"The following constitutes a unit appropriate for the purpose of collective bargaining within the meaning of Section 13 (2) of the act.

Included: all full-time and regular part-time classroom teachers (basic curriculum, vocational, special educational, fine arts), guidance counselors, librarians and nurses."

B. Definitions

The term "Board", as used in this Agreement, shall mean the Board of Education of the Jesup Community School District or its duly authorized representatives.

The term "employee", as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employees Relations Board.

The term "Association", as used in this Agreement, shall mean the Jesup Education Association or its duly authorized representatives or agents.

ARTICLE III WAGES AND SALARIES

A. Schedule

The salaries of all employees covered by the regular salary schedule is set forth in Schedule A attached hereto and made a part hereof.

B. Placement on the Salary Schedule

a. Adjustments to the Salary Schedule

- i. Each employee shall be placed on the proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph two (2) below. Any employee serving in the Jesup Community School District for one (1) semester or more shall be given full credit for one (1) year of service toward the next increment step for the following year. For only the 2025-2026 school year, employees will be granted one full (1.0) increment or vertical step on the regular salary schedule for an additional year of service. Future years' determination of step movement will be reviewed as a part of future negotiated

settlements.

C. Credit for Experience

Upon initial employment, credit for previous outside teaching experience in a duly accredited school shall be given at the appropriate salary level on the employee schedule. The board reserves the right to place an employee upon initial employment on the vertical step of the salary schedule at their discretion and is not bound to only providing credit for previous outside teaching experience in a duly accredited school.

D. Advancement on Salary Schedule

Increments

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the regular salary schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Jesup Community School District for the equivalent of one (1) semester or more in one (1) school year. For only the 2026-2027 school year, employees will be granted one full (1.0) increment or vertical step on the regular salary schedule for an additional year of service. Future years' determination of step movement will be reviewed as a part of future negotiated settlements.

Educational Lanes

For an employee to advance from one (1) educational lane to a higher educational lane, his/her additional credits must be in an approved field and approved by the Superintendent or designee prior to the employee enrolling in the course. The employee shall give written notice to the Superintendent of his/her intention to advance no later than May 1. Employees must file suitable evidence of approved educational credit by Sept. 1, and submit an official transcript by November 1.

E. Method of Payment

Pay Periods

Each employee shall be paid in twelve (12) equal installments on the twenty-fifth (25th) of each month.

Exceptions to Pay Periods

When a pay period falls on or during a school holiday, vacation, weekend, or scheduled comp day, employees shall receive their paychecks on the last previous working day.

Employees who are new to the teaching profession may, at their option, elect to receive up to one thousand dollars (\$1000.00) of the first salary installment after the completion of the first ten (10) days of employment.

ARTICLE XVI COMPLIANCE AND DURATION CLAUSE

A. Compliance Between Individual Contracts & Comprehensive Agreement

Any individual contract between the Board and an individual employee heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. This clause is not to be construed to allow the one (1) year term contract to be extended beyond its term or to have its termination grievable at the end of its term.

Each individual contract shall be signed by the President of the Board.

B. Separability

Should any Article, section or clause of this Agreement be declared contrary to law, then that

Article, section or clause shall be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in full force and effect.

C. Duration

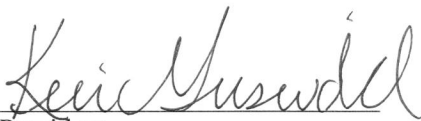
This Agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2027.

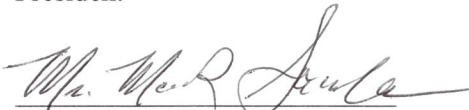
This Agreement shall automatically continue in full force and effect for equivalent periods, except as may be amended, modified or substituted under the terms of this Agreement or through collective bargaining.

D. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 11th day of May, 2026.

JESUP EDUCATION ASSOCIATION

By: 
President

By: 
Chief Negotiator

JESUP COMMUNITY SCHOOL DISTRICT

By: 
President

By: 
Chief Negotiator

2025-26 SALARY SCHEDULE

STEP	BA	BA+12	BA+24	MA	MA+15
1	46,650	48,050	49,450	50,850	52,250
2	48,050	49,450	50,850	52,250	53,650
3	49,450	50,850	52,250	53,650	55,050
4	50,850	52,250	53,650	55,050	56,450
5	52,250	53,650	55,050	56,450	57,850
6	53,650	55,050	56,450	57,850	59,250
7	55,050	56,450	57,850	59,250	60,650
8	56,450	57,850	59,250	60,650	62,050
9	57,850	59,250	60,650	62,050	63,450
10	59,250	60,650	62,050	63,450	64,850
11	60,650	62,050	63,450	64,850	66,250
12	62,050	63,450	64,850	66,250	67,650
13	63,450	64,850	66,250	67,650	69,050
14	64,850	66,250	67,650	69,050	70,450
15	66,250	67,650	69,050	70,450	71,850
16	67,650	69,050	70,450	71,850	73,250
17	69,050	70,450	71,850	73,250	74,650
18		71,850	73,250	74,650	76,050
19		73,250	74,650	76,050	77,450
20			76,050	77,450	78,850
21			77,450	78,850	80,250
22			78,850	80,250	81,650
23				81,650	83,050
24					84,450
Freeze 2x			78,850	81,650	84,450
Longevity			82,850	85,650	88,450

SUPPLEMENTAL SCHEDULE 2026-27

STEP	1	2	3	4	5	6	7	8	9	10
Head Coach	4,500	4,590	4,680	4,770	4,860	4,950	5,040	5,130	5,220	5,310
Asst. Coach	3,375	3,443	3,510	3,578	3,645	3,713	3,780	3,848	3,915	3,983
Play Director	1,383	1,411	1,438	1,466	1,494	1,521	1,549	1,577	1,604	1,632
Declamation Director	1,807	1,843	1,879	1,915	1,952	1,988	2,024	2,060	2,096	2,132
Asst. Declamation Director	1,312	1,338	1,364	1,391	1,417	1,443	1,469	1,496	1,522	1,548
Yearbook Sponsor	1,600	1,632	1,664	1,696	1,728	1,760	1,792	1,824	1,856	1,888
HS Band Director	3,819	3,895	3,972	4,048	4,125	4,201	4,277	4,354	4,430	4,506
Summer Band Lessons	3,180	3,244	3,307	3,371	3,434	3,498	3,562	3,625	3,689	3,752
HS Vocal Director	2,124	2,166	2,209	2,251	2,294	2,336	2,379	2,421	2,464	2,506
MS Band Director	2,552	2,603	2,654	2,705	2,756	2,807	2,858	2,909	2,960	3,011
MS Vocal Director	1,418	1,446	1,475	1,503	1,531	1,560	1,588	1,617	1,645	1,673
FFA Advisor	4,667	4,760	4,854	4,947	5,040	5,134	5,227	5,320	5,414	5,507
FCCLA/FBLA/SKILLS Advisor	1,707	1,741	1,775	1,809	1,844	1,878	1,912	1,946	1,980	2,014
MS Student Council Sponsor	667	680	694	707	720	734	747	760	774	787
Safety Patrol Supervisor	334	341	347	354	361	367	374	381	387	394
E-Sports	614	626	639	651	663	675	688	700	712	725
Robotics	3,340	3,407	3,474	3,540	3,607	3,674	3,741	3,808	3,874	3,941
Prom	1,160	1,183	1,206	1,230	1,253	1,276	1,299	1,322	1,346	1,369
Student Union Sponsor(HS)	962	981	1,000	1,020	1,039	1,058	1,077	1,097	1,116	1,135
HS Student Council	962	981	1,000	1,020	1,039	1,058	1,077	1,097	1,116	1,135
NHS Sponsor	962	981	1,000	1,020	1,039	1,058	1,077	1,097	1,116	1,135

