

MASTER CONTRACT

2024-2028

Between the Riceville Community School
District Board of Directors

And

The Riceville Education Association

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Article I

PURPOSE

The Board of Directors of the Riceville Community School District, hereinafter referred to as the "Board" and the Riceville Education Association, hereinafter referred to as the "Association", recognize and declare that providing a quality education for the students of the Riceville Community School District is their mutual desire; it is therefore agreed as follows:

Article II

RECOGNITION

The Board hereby recognizes the Riceville 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 No. 302) issued by the PERB on the 5th day of September, 1975. Refer to PERB case No. 1314 for the school nurse.

The unit described in the above certification is as follows: all full-time and regular part-time professional employees, including classroom teachers, guidance counselors, nurse, athletic director, and librarian. The intent of this description is not to limit inclusion of other categories should they occur in the future.

Excluded: Superintendent, principal, non-professional employees, and all other employees excluded in the Public Relations Act, Section 4.

Article III

PROCEDURE FOR NEGOTIATIONS

In the absence of other agreements, the bargaining process, including timelines pertaining to impasse procedures, mediation, and binding arbitration shall follow those regulations established by Iowa Law and PERB rulings.

Article IV

WAGES AND SALARIES

Section 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. The annual allotment of funds to the District is based upon the number of certified staff members.

Section 2: Computation of Total Salary

- A. The salary components and the respective dollar amounts shall be calculated by subtracting all state categorical and TSS funds from the total teaching salary.
- B. The annual contract amount for TSS will be based upon previous year's Districts allotment minus FICA and IPERS with that amount being divided by the previous year's number of certified staff members.

Section 3: Salary Determination for General Fund Portion

- A. The 2016-17 school year shall serve as the base for determining the local general fund portion of all career teachers under contract with the District for the 2017-18 school year and subsequent years.
- B. Teachers whose minimum salaries are defined by Iowa law shall be given a contract for \$37,500 + TSS to meet the new state minimum of 47,500. (FY 2025) to 50,000 (FRY 2026) Staff with 12 year's experience will be at 60,000(FY 2025) 62,000 (FY 2026).
- C. All per diem additions to or deductions from the base contracts shall be computed on the number of days on the individual employment contract.
- D. The District would not fabricate years of experience but would reserve the right to fairly compensate newly hired career teachers, especially in critical areas.

Experience shall include teaching and/or other appropriate experience in state approved public and private elementary or secondary schools prior to employment in the Riceville Community School District. Other work experience and military service may be included when deemed appropriate by the superintendent. Experience granted for work prior to the effective date of this contract shall be computed as one-year work equals one-year experience. Incidental substitute teaching shall not be counted as experience. Partial years of experience will be accumulated to the equivalency of full years of experience through standard mathematical rounding procedures.

Section 4: Salary Advancement through Continuing Education

The District encourages the concept of lifelong learning among its certified staff members. 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, he/she shall file suitable evidence of additional semester hours of educational credit with the Superintendent of Schools no later than September 15, of the new contract year.):

- A. Bachelor's + 15 graduate level credit hours equals \$900 increase in local general fund portion of total salary.
- B. Bachelor's + 30 graduate level credit hours equals \$900 increase in local general fund portion of total salary.
- C. Master's Degree equals \$900 increase in local general fund portion of the total salary.
- D. Master's + 15 graduate level credit hours equals \$900 increase in local general fund portion of total salary.
- E. Master's + 30 graduate level credit hours equals \$900 increase in local general fund portion of total salary.

Section 5: Method of Payment

- A. Each employee shall be paid in twelve equal installments on the 20th day of each month. Thanksgiving & Christmas will be calculated into the costing each year.
- B. When payday falls on or during holidays, vacation, or weekends, employees shall receive their monthly installment on the previous workday.
- C. Each employee shall receive an email or print notification on the deposit details.

- D. During the summer months the employee has the option to receive his/her check/notification in the school mailbox or mailed to his/her summer address, as indicated to the Superintendent at the end of the school year.

Section 6: Supplemental Pay Schedule and Extended Work Load

- A. Employment in extra-curricular activities which extend beyond the regularly scheduled school day shall be compensated as follows:

2024-25 Supplemental Pay Schedule 37,500 Generator Base 4% increase of year one salary to form the yearly raise.

Employment in extra-curricular activities, which extend beyond the regularly scheduled school day, shall be compensated as follows (clarified in Hours: Work Day):

The percentage of pay for an individual Supplemental Pay position or the positions within an individual sport may be divided between employees at their discretion with the approval of the superintendent, if they mutually agree to share the work and the total percentage for that position or sport does not exceed the amount stated on the EXTRA DUTIES Schedule. (Instrumental music shall include pep band, marching band, and concerts.)

M +

	10%	8%	6%	5%	4%	3%	2%	1%
1 st year	3750	3000	2250	1875	1500	1125	750	375.00
Step Increase	175	150	125	112.50	100	87.50	75	37.50

Athletics Director	10%	Head Wrestling	10%	Drumline	3%
Head Football	10%	Ass't Wrestling	6%	Yearbook	4%
Ass't Football (3)	6%	B & G Golf	6%	Speech	4%
B & G Cross Country	6%	Head Track	6%	Quiz Bowl	3%
Volleyball	10%	Ass't Track	3%	Inst. Music	6%
Ass't Volleyball	6%	Baseball	10%	Vocal Music	6%
Cheerleaders	4%	Ass't Baseball	6%	National Honor Society	3%
Head Basketball	10%	Softball	10%	Student Council	4%
Ass't Basketball	6%	Ass't Softball	6%	Fine Arts Production	2%
Robotics/Lego	3%	MS Coaching	4%	Outdoor Sports (Football, Baseball, Softball)	1%
Esports(Fall/Winter/Spring 3%each					

Resignation from extra-curricular activities shall be accepted as a suitable replacement is approved by the Board of Education. Employees covered by Senate File 2215 enacted by the 70th General Assembly shall be accorded the rights contained in said legislation.

- A. Each employee shall be assigned up to three assignments for employee participation in extra-curricular activities, which extend beyond the contracted workday.
- B. The District reserves the right to define the program content in all of the above areas.
- C. AD position may be defined by administration as to what percentage is allowable inside the school day when the position is filled by a FT teacher.

Article V

GRIEVENCE PROCEDURES

A. Definitions

1. Grievance - A grievance is a claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this agreement.
2. Aggrieved Person - An "aggrieved person" is the person or persons or the Association making the complaint.
3. Party in Interest - A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may arise from time to time affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits - The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. Year-End Grievance - In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and is left unresolved until the beginning of the following school year it could cause irreparable harm to the party in interest then: When a grievance is to be processed within thirty (30) days of the end of the school year school days shall mean week days (Monday through Friday).
3. Level One - Principal or Immediate Supervisor (Informal) - An employee with a grievance shall first discuss it with his principal or immediate supervisor, either directly or through the Association's designated representative, with the objective of resolving the matter informally.
4. Level Two - Principal (Formal) - If, as a result of the informal discussion with the principal or immediate supervisor at level one a grievance still exists, the aggrieved person may invoke the formal grievance procedure through the Association or the principal on the form set forth in Schedule B no later than fifteen (15) school days after the occurrence of the violation. The grievance form shall be available from the Association representative or the principal in each building and said form shall be signed by the grievant and a copy transmitted to the Association. A copy of the grievance shall be transmitted to the appropriate principal or immediate supervisor. If the grievance involves more than one school building, it may be filed with the Superintendent or his designee.

The appropriate principal or immediate supervisor shall indicate his disposition of the grievance in writing within five (5) school days of the presentation of the formal grievance and shall furnish a copy thereof to the Association.

If the aggrieved person or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the five (5) school day period, the grievant shall have five (5) school days to transmit the grievance to Level Three.

5. Level Three - Superintendent The Superintendent or his designee shall meet with the aggrieved person and the Association within five (5) school days of receipt of the grievance. Within ten (10) school days of the receipt of the grievance the Superintendent or his designee shall indicate his disposition of the

grievance in writing and shall furnish a copy thereof to the Association.

6. Level Four - Arbitration

- (a) If the aggrieved person or the Association is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) school days of the disposition of the grievance or to discuss the merits of submitting the grievance to arbitration.
- (b) If the Association and the grievant determine that the grievance is meritorious, it may submit the grievance to arbitration within five (5) school days.
- (c) Within ten (10) school days after written notice to the Board of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a written request for a list of arbitrators shall be made to the Public Employment Relations Board (PERB) by either party. The list shall consist of three arbitrators and the parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove 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.
- (d) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than fifteen (15) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statement and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her written opinion, shall not amend, modify, nullify, ignore or add to the provision of this contract. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her by the parties.

His/her decision shall be based only upon his/her interpretation of the meaning or application of the express relevant language of the contract.

Expenses of the arbitrator shall be borne equally by the parties.

The decision of the arbitrator shall be binding upon both parties.

D. Rights of Employees to Representation

- A. Employees and Association - Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present at all levels as a party of interest and shall have the right to grieve any adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of the Agreement.
- B. Reprisals - No reprisals of any kind shall be taken by the Board or by any member of the administration against any party of interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

- A. Group Grievance - If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three. The Association may process such grievance through all levels of the grievance procedure.

- B. Written Decisions: Decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association. Decisions rendered at Level Four shall be in accordance with the procedures set forth in the Section on arbitration.
- C. Separate Grievance File - All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- D. Meetings and Hearings - All meetings and hearings under this procedure shall be conducted privately and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in the ARTICLE.

Article VI

ASSOCIATION

Section 1: Use of Facilities

The Association and its members shall have the right to make use of school buildings and facilities at all reasonable hours outside the student school day for meetings, and may use such equipment, including all technology. The Association shall pay the reasonable cost of all materials and supplies incidental to such use. Such use of the buildings and equipment shall be scheduled with the central office.

Section 2: Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards: at least one of which shall be provided in each building in the teacher's lounge. The Association may use the district mail services and employee mailboxes for communications to employees.

Section 3: Access to Members

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

Article VII

HOURS

Section 1: Year

- A. Base contracts shall be 187 days of service.
- B. Employee attendance shall not be required whenever student attendance is not required due to inclement weather.
- C. If an employee is directed by the administration and/or the board to do extensive paperwork or Professional Development because of the new state mandates, which are above and beyond the normal teacher-student contact day, the employee shall be paid \$30.00 per hour for all such work. This may include curriculum development, curriculum guides, new course descriptions, competency or mastery test development, and any other areas which might require extra hours of work.
- D. No employee shall be required to perform duties on any of the following holidays or vacation periods:
Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day

Section 2: Day Defined/Duty Free Lunch

The length of the employee workday should be from 7:30 A.M. to 3:30 P.M. or 7:45 AM to 3:45 P.M. If a staff meeting is called to begin at 7:30 AM, the teacher will report at that time with no option to come in at 7:45AM. The workday shall include a paid duty-free lunch period of at least twenty-five (25) minutes during the workday.

On Fridays with regular dismissal times, the employee's day shall end at the close of the pupil's day upon the departure of the buses, except for those employees who have extra duty responsibilities on that day. On Fridays with early dismissal times for in-service activities, the employee's day shall end at the normal Friday workday ending time or at the end of the in-service activities, if they end prior to the normal Friday ending time.

In-service and/or professional development time is considered part of the school day and must be approved by administration to be missed even if the individual is on the supplemental pay scale.

On days preceding holidays or vacations, the employee's day shall end at the close of the pupil's day upon the departure of the buses.

Employees who are contracted at less than full-time should not be required to perform their duties outside their normal hours when the school schedule is adjusted due to special circumstances (i.e. late start, early dismissal, etc.).

In those cases where regular substitutes are not available regular employees may be used during their preparation time. Every attempt will be made to share the assignments among the employees.

Section 3: Parent-Teacher Conferences

Attendance at parent-teacher conferences for employees contracted at one-half (1/2)-time or less shall be required for only one of the two evenings scheduled. All teachers are expected to attend all parent teacher conferences.

Section 4: Preparation Time

Each employee shall, in addition to the employee's duty-free lunch period, have daily preparation time between the hours of 8:20 A.M. and 3:15 P.M. during which the employee will not be assigned to other duties.

1. All staff (pk-12) shall have a daily prep. Every effort will be made to schedule 30 consecutive minutes if possible. If the teacher covers their own special or another class on a given day when a sub cannot be found, they will be paid \$30.00 for the missed special or covered class. The teacher will turn it into the Business Manager using the Extra Pay sheet, located in the District Office.

Section 5: Meetings

Employees may be required to come before or remain after the end of the regular workday.

Article VIII

SICK LEAVE

- A. LEAVE FORM - Employees shall file a Leave request per TMS for all leaves, which will be approved/denied by administration. An email of confirmation will be sent to the employee.

Section 1: Paid Leave

The district will have available the total number of Accumulated Sick Leave hours and Personal Leave hours the employee is entitled to use during the school year on the time clock system.

Section 2: Sick Leave

Leave of absences for illness, doctor's appointments and/or injury:

- A. Allowable absence on full compensation--earned sick leave:
 - a. First year of employment 80 hours
 - b. Second year of employment 88 hours
 - c. Third year of employment 96 hours
 - d. Fourth year of employment 104 hours
 - e. Fifth year of employment 112 hours
 - f. Sixth year of employment 120 hours
- B. The above schedule applies to consecutive years of employment and shall be cumulative to 800 hours.
- C. Personnel using the above schedule, except for emergency cases, must report their intention of being absent to his or her principal in a reasonable time to secure a substitute.

Section 3: Extended Leave

- A. Adoption/Paternal Leave - A grant of one to five (1-5) days of Accumulated Sick Leave on full compensation will be made based on individual circumstances in the event of an adoption by an employee, or a birth of a baby by a spouse.
- B. Maternity Leave: Paid sick leave can be used for maternity leave. The teacher will return to work six weeks after the date of the birth of the child or by physician's note. Additional unpaid time can be used under FMLA.
- C. Illness in the Immediate Family - Accumulated Sick Leave shall be granted to an employee in the event of illness in the immediate family. A doctor's certification will be required when the leave is more than five (5) consecutive days. The term "immediate family" shall include a spouse, mother, father, brother, sister, child, son-in-law, daughter-in-law, father-in-law, mother-in law, brother-in law, sister-in law, grandchildren, grandparents, and any member of the employee's household.

Article IX

TEMPORARY LEAVE

- A. Personal Leave - Each employee will have three days of personal leave at full compensation. Requests for personal leave must be made two days in advance and in the time clock system to the building principal. There will be no personal leave granted during the first 10 days or final 5 class days of school or the day before or after a scheduled vacation period except at the discretion of the building principal. No more than three people may be absent from a building on any one day.
- B. Accumulated Personal Leave - Teachers that do not use any or all their personal leave shall be paid at the employee's per diem rate at the end of the school year, or at the employee's option, the employee may accumulate up to 40 hours of personal leave. These hours may be used consecutively during the following years in increments of 3, 4, or 5. Any personal leave involving the use of three or more consecutive days shall be requested in writing two (2) weeks prior to use.

Employees may accumulate up to forty hours of personal leave and forward those days to the following school year. If the forwarding of accumulated days increases the total for the following year beyond forty hours, no more than forty hours may be used during that year or any subsequent year. Employees with more than forty hours available at the end of each school year will be paid for the excess over forty hours) if they wish to accumulate five personal days. Employees shall be paid for all personal leave hours left each year if notification is given to the district office on or before May 1 of that year.

- C. Professional Leave - Leave of absence will, at the discretion of the building principal, be granted personnel for attendance at professional meetings to serve on professional committees and to attend in-

service training programs.

- D. Emergency Leave - A leave of up to 1/2 day shall be granted upon request in matters dealing with car trouble, home problems, and other conditions that can be identified as an emergency by the principal. Leave beyond 1/2 day may be granted by the principal, not to exceed two (2) days. Additional emergency leave may be granted by the superintendent upon written request by the employee.
- E. Bereavement - Death in family: In case of the death of a spouse or child of the employee, or of the father, mother, brother, sister, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandchildren, grandparents, and any other member of the immediate household, a grant of one to five (1-5) days on full compensation will be made based on individual circumstances.

Death of a relative or close friend: In case of death of a relative or close friend, one day of absence shall be granted if the funeral is in the Riceville Community School District and one day shall be allowed if the funeral is some distance outside of the district. In case of multiple requests or in the event of the death of an employee or student in the Riceville Community School District, one employee from each area, (K-5), (6-8), (9-12), or any combination up to a maximum of three, shall be granted leave with full compensation to attend the funeral. If the employee's principal can obtain substitutes or have other teachers cover for the employee, the principal may grant bereavement leave beyond the maximum number of 3.

- F. Association Leave - A paid leave of up to four (4) days shall be available for representatives of the Association to attend ISEA sponsored assemblies and conventions. The 4 days shall be distributed by the Association among its representatives as determined by the Association. Notice shall be given to the employee's principal at least two days in advance.
- G. Extended or Long-term Medical Leave - For any extended or long-term medical condition such as pregnancy(maternity), cancer, HIV, AIDS, mental illness, substance addiction, organ transplants, etc., School Duty shall be terminated at such time as mutually agreeable between the teacher and the teacher's doctor. Return to work by the same method. Sick leaves may be used. The district may request a district-paid second opinion if length of leave is questioned. (Leave starts with the first day and ends when the doctor clears the individual. Doctors' notes are required after 3 days per sick leave.)
- H. Special Leave - Special leave from the regular school schedule will be granted by special permission by the building principal. This includes early departure from school or for certain business needs such as a driver's license, etc.
- I. Jury and Legal Duty
 - a. An employee who has been subpoenaed to appear in a court case shall be excused to do so.
 - b. This excuse shall be without pay where the Board and/or Association are parties to controversy.
 - c. Employees called to jury shall be excused to do so.
 - d. Any fees or remuneration the employee receives during leave in (a) or (c) shall be turned over to the Riceville Community School.
- J. UNPAID LEAVES - If an employee has exhausted all applicable paid leave, the employee may take unpaid leave for up to five (5) days with the permission of his/her principal. Requests for more than five (3) days must have Superintendent approval.
- K. FAMILY MEDICAL LEAVE ACT - Employees of the District are entitled to unpaid, paid, or combination paid and unpaid family and medical leave subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993 and the federal regulations implementing the Act. This inclusion shall in no way reduce or adversely impact the provisions or practices of this Master Contract.

Article X
COMPLIANCE AND DURATION

Section 1: Notice

Whenever any notice is to be given by either party to this Agreement to the other, pursuant to the provisions of this agreement, either party shall do so by letter at the following designated addresses:

- 1. If the Association, to the Board at Riceville, Iowa
- 2. If the Board, to the Association at Riceville Education Association, Riceville.

Section 2: Duration Period

This agreement is from July 2024 thru June 2028. See included spreadsheet on page 13-15.

The Association may use one professional development day to cover the district's expenses.

Section 3: Maintenance

If any agreement in effect at the execution of this contract is inadvertently omitted in printed versions, such language or understanding shall be properly placed in the contract.

Section 4: Signature Lines

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 28th day of March 2024.

Riceville Education Association
Association

Riceville Community School District
Board of Education

By _____
REA President

By _____
RCS Board President

By _____
REA Chief Negotiator

By _____
RCS Superintendent

Klce_,\file F18-fz-B

First	Last	RV Exp. T. Ac.	Days	Initial	Less	PT24 Add Chgs	Stipends	Total Salary	TS Incr	RV Increase	PT25 Initial	Add Chgs	Stipends	Total Salary	TS Incr	TS Increase	PT26 Increase	PT26 Initial	Add Chgs	Stipends	Total Salary
Jordan	Bohr	187	187	\$3,281.44	\$2,700.00			\$39,581.44	\$0.00	\$7,518.56	\$47,500.00			\$47,500.00	\$0.00	\$0.00	\$0.00	\$0.00			\$47,500.00
Lisa	Hause	187	187	\$31,260.2	\$0.00			\$31,260.2	\$0.00	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Caroline	Anderson	187	187	\$38,046.34	\$0.00			\$38,046.34	\$9,453.66	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Jordan	Johnson	187	187	\$38,046.34	\$2,700.00			\$41,201.62	\$6,298.38	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Abby	Wormell	187	187	\$38,046.34	\$0.00			\$38,046.34	\$9,453.66	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Justicia	Wilson	187	187	\$40,250.00	\$0.00			\$40,250.00	\$7,240.00	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Amelia	Fair	187	187	\$41,572.22	\$900.00			\$42,472.22	\$5,027.78	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Jennifer	Kalashnikov	187	187	\$41,847.00	\$0.00			\$41,847.00	\$5,653.00	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Kyle	Krull	187	187	\$39,798.55	\$0.00			\$39,798.55	\$7,701.45	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Shannon	Sehman	187	187	\$40,663.11	\$0.00			\$40,663.11	\$6,836.89	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Son	Hollenbeck	187	187	\$40,801.20	\$0.00			\$40,801.20	\$6,698.80	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Kevin	Eisen	187	187	\$41,863.26	\$0.00			\$41,863.26	\$5,636.74	\$0.00	\$47,500.00			\$47,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00			\$47,500.00
Kelly	Houser	187	187	\$45,048.73	\$900.00			\$46,298.73	\$15,601.27	\$0.00	\$62,000.00			\$62,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$62,000.00
Morgan	Nashch	187	187	\$44,970.55	\$0.00			\$44,970.55	\$18,129.45	\$0.00	\$62,000.00			\$62,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$62,000.00
Suzanna	Burke	187	187	\$47,284.89	\$0.00			\$47,284.89	\$12,715.11	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Aranda	Davis	187	187	\$45,857.68	\$0.00			\$45,857.68	\$14,512.32	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
John	Estman	187	187	\$43,562.52	\$0.00			\$43,562.52	\$16,437.48	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Sherry	O'Brien	187	187	\$40,938.60	\$0.00			\$40,938.60	\$19,061.40	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Aranda	Conway	187	187	\$49,581.96	\$0.00			\$49,581.96	\$10,418.04	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Andrea	Bauer	187	187	\$52,415.22	\$2,600.00			\$55,015.22	\$3,984.78	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
June	Bohr	187	187	\$56,913.10	\$4,500.00			\$61,413.10	\$18,255.90	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Brian	Conway	187	187	\$55,875.83	\$500.00			\$56,375.83	\$3,224.17	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Julie	Ockman	187	187	\$58,174.94	\$0.00			\$58,174.94	\$1,825.06	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Sherry	Bohr	187	187	\$58,174.94	\$1,800.00			\$59,974.94	\$25.06	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Clark	Elbert	187	187	\$58,174.94	\$900.00			\$59,074.94	\$925.06	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Darry	Fair	187	187	\$59,338.59	\$900.00			\$60,238.59	\$1,825.06	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Stef	Fair	187	187	\$59,377.52	\$0.00			\$59,377.52	\$1,202.58	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Kia	Collier	187	187	\$54,274.54	\$2,700.00			\$56,974.54	\$3,035.46	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Melinda	Bowman	187	187	\$48,256.33	\$0.00			\$48,256.33	\$11,745.67	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Sherry	Merr	187	187	\$61,397.44	\$900.00			\$62,297.44	\$64,022.50	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Allen	Fair	187	187	\$62,202.24	\$1,800.00			\$64,002.24	\$1,825.06	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Terrell	Mueller	187	187	\$62,223.03	\$3,600.00			\$65,823.03	\$65,823.03	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
Carla	City	187	187	\$48,922.66	\$2,600.00			\$51,522.66	\$7,477.34	\$0.00	\$60,000.00			\$60,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00			\$60,000.00
REEF	Tolson	314	314	\$1,616,686.69	\$32,400.00			\$1,649,086.69	\$64,419.56	\$0.00	\$1,911,702.28			\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86

Year-Over-Year Analysis	YTD Increase	PT25 Initial	Add Chgs	Stipends	Total Salary	TS Incr	TS Increase	PT26 Increase	PT26 Initial	Add Chgs	Stipends	Total Salary
Min	\$1,825.06	\$208,285.83	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Max	\$19,061.40	\$42,419.56	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Med	\$7,043.45	\$20,035.9	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Total	\$29,550.94	\$254,720.00	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
GP Cost	\$39,978.94		No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86

Year-Over-Year Analysis	YTD Increase	PT25 Initial	Add Chgs	Stipends	Total Salary	TS Incr	TS Increase	PT26 Increase	PT26 Initial	Add Chgs	Stipends	Total Salary
Min	\$1,825.06	\$208,285.83	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Max	\$19,061.40	\$42,419.56	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Med	\$7,043.45	\$20,035.9	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Total	\$29,550.94	\$254,720.00	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
GP Cost	\$39,978.94		No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86

Year-Over-Year Analysis	YTD Increase	PT25 Initial	Add Chgs	Stipends	Total Salary	TS Incr	TS Increase	PT26 Increase	PT26 Initial	Add Chgs	Stipends	Total Salary
Min	\$1,825.06	\$208,285.83	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Max	\$19,061.40	\$42,419.56	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Med	\$7,043.45	\$20,035.9	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Total	\$29,550.94	\$254,720.00	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
GP Cost	\$39,978.94		No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86

Year-Over-Year Analysis	YTD Increase	PT25 Initial	Add Chgs	Stipends	Total Salary	TS Incr	TS Increase	PT26 Increase	PT26 Initial	Add Chgs	Stipends	Total Salary
Min	\$1,825.06	\$208,285.83	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Max	\$19,061.40	\$42,419.56	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Med	\$7,043.45	\$20,035.9	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
Total	\$29,550.94	\$254,720.00	No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86
GP Cost	\$39,978.94		No parties	No parties	\$1,911,702.28	\$0.00	\$19,902.58	\$19,902.58	\$1,931,604.86			\$1,931,604.86

[illegible]

SCHEDULE B

GRIEVANCE REPORT

Date Filed

School District

Building

Name of Aggrieved Employee

1. Distribution of Form
2. Association
3. Employee
4. Appropriate Supervisor
5. Superintendent

LEVEL II

A. Date of Claimed Violation, Misinterpretation, or Misapplication of a Provision of this Agreement _____

B. Section(s) of Contract Claimed to have been Violated, Misinterpreted, or Misapplied:

C. Statement of Grievance _____

D. Relief Sought _____

Signature _____

Date _____

E. Disposition by Principal/Supervisor _____

Signature of Principal/Supervisor

Date

LEVEL III

A. _____
Signature of Aggrieved Employee Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

Signature of Superintendent or Designee Date

LEVEL IV

A. _____
Signature of Aggrieved Employee Signature of Association President

B. _____
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator _____

Signature of Arbitrator _____ Date of Decision _____

SCHEDULE C

NOTICE TO ACCUMULATE PERSONAL LEAVE

This form, indicating your preference as stated in the Master Contract, must be returned to the District Office on or before May 1st.

Date _____

I wish to accumulate _____ day(s) of my unused personal leave day(s) from this school year and prior years to the 2021-2022 school year (maximum of 5).

I wish to be paid for _____ personal leave day(s).

Employee's Printed Name

Employee's Signature