

ICSD Opening Proposal for Collective Bargaining 2019-2020 Master Contract

Preamble (current contract language)

The Board of Directors of the Indianola Community School District, hereinafter referred to as the "Board" and the Indianola Education Association, hereinafter referred to as the "Association," recognize the aim of the public schools is to provide a quality education program for the children and the youth of the district.

Whereas, the Board has agreed to negotiate in good faith with the Association and,

Whereas, the parties have reached certain understandings which they desire to conform in this agreement, it is agreed as follows:

Article I

Recognition (please note boldfaced additions and strikethroughs from the current contract)

A. Unit

The Board hereby recognizes the Indianola 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 (**BU-0316** ~~Case #217~~) issued by the PERB on the **10th** ~~28th~~ day of **October** ~~August~~, **2018**. ~~1975, whether under contract, on leave, or on a per diem, hourly or class rate basis, employed or to be employed by the Board of Education of the Indianola Community School District. The District will inform the Association of the establishment of new job classifications. The parties will meet, upon request, to discuss the inclusion or exclusion of such job classifications. If the parties are unable to agree, the issue may be resolved through appropriate procedures under Chapter 20, Code of Iowa.~~

The Unit described in the above certification is as follows:

Included: All classroom teachers, nurses, librarians, guidance counselors, and associates

Excluded: Superintendent, principals, assistant principals, athletic/activity director, school board secretary, and all others excluded under Section 4 of the Act

B. Definitions

1. The term "Board," as used in this agreement, shall mean the Board of Education of the Indianola Community School District or its duly authorized representatives.
2. The term "Employee," as used in this agreement, shall mean all professional employees including associates represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association," as used in this agreement, shall mean the Indianola Education Association or its duly authorized representative or agents.

Article II

Base Wages and Salaries

Schedule A (Teacher Salary Schedule)

0.75% total increase in salaries

Schedule B (Associate Salary Schedule)

Level I (Steps 1-5) from \$12.00 per hour to \$12.10 per hour
 Level II (Steps 6-9) from \$12.85 per hour to \$12.95 per hour
 Level III (Steps 10-12+) from \$14.00 per hour to \$14.10 per hour

Schedule C (Nurse Salary Schedule)

current contract

Schedule D (Extra-Curricular, Co-Curricular Salary Schedule) (consolidating current schedules D and E)

Base = \$355

Level 1 (1 x Base)	\$355
Elementary Instrumental	
Elementary Orchestra	
Elementary Vocal	
Elementary Vocal (5th Grade)	
Level 2 (2 x Base)	\$710
Art Fair	
Level 3 (3 x Base)	\$1,065
Flag Squad (HS Marching Band)	
HS Academic Decathlon	
HS Drama/Thespian Club	
HS FCCLA	
HS Mock Trial	
HS National Honor Society	
HS Newspaper	
HS Pep Band	
HS Prom Sponsor	
MS Drama	
MS Instrumental Music (6th)	
MS Instrumental Music (7th)	
MS Instrumental Music (8th)	
MS Jazz Band (8th)	
MS Jazz Band (7th)	
MS Mock Trial	
MS Orchestra	
MS Show Choir Assistant (7th)	

MS Show Choir Assistant (8th)	
MS Vocal (6th Grade)	
MS Yearbook	
Level 4 (5 x Base)	\$1,775
HS Cheerleading Assistant (Fall)	
HS Cheerleading Assistant (Winter)	
HS DECA	
HS Drama (Fall Play)	
HS FFA	
HS Jazz Band I	
HS Jazz Band II	
HS Speech (Group)	
HS Speech (individual)	
HS Student Council	
HS TV Production	
HS Yearbook	
MS Show Choir (7th)	
MS Show Choir (8th)	
Level 5 (6.5 x Base)	\$2,308
HS Cheerleading Head (Fall)	
HS Cheerleading Head (Winter)	
HS Debate Assistant	
HS Drama (Spring Musical)	
MS Softball Assistant (7th)	
MS Softball Assistant (8th)	
MS Track, Cross Country Assistant (7th)	
MS Track, Cross Country Assistant (8th)	
Level 6 (7.5 x Base)	\$2,663
HS Cross Country, Golf, Tennis Assistant	
HS Strength (Fall)	
HS Strength (Spring)	
HS Strength (Winter)	
MS Softball, Cross Country, Track Head (7th)	
MS Softball, Cross Country, Track Head (8th)	
MS Football, Volleyball, Basketball, Wrestling Assistant	
MS Vocal (7th)	
MS Vocal (8th)	
Level 7 (8.5 x Base)	\$3,018
HS Drill Team	
HS Orchestra	
MS Football, Volleyball, Basketball, Wrestling Head	
Level 8 (10 x Base)	\$3,550
HS Debate	
HS Soccer, Swimming, Track Assistant	
Level 9 (11 x Base)	\$3,905
HS Baseball, Softball, Volleyball Assistant	
HS Show Choir Assistant	
Level 10 (12.5 x Base)	\$4,438

HS Football, Basketball, Wrestling Assistant	
HS Golf, Cross Country, Tennis Head	
HS Instrumental Music	
HS Vocal Music Head	
Level 11 (15.5 x Base)	\$5,503
HS Show Choir Head	
HS Soccer, Swimming, Track Head	
Level 12 (18 x Base)	\$6,390
HS Volleyball, Baseball, Softball Head	
Level 13 (20 x Base)	\$7,100
HS Football, Basketball, Wrestling Head	

Schedule E (Auxiliary Pay) (currently schedule F)

current contract

Schedule F (Covering Classes for Another Teacher) (currently schedule G)

current contract

Article III

Compliance and Duration *(please note boldfaced additions and strikethroughs from the current contract)*

- A. Separability If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions of application shall not be deemed valid and subsisting, except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.
- B. Notices Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by email or letter at the following designated address or at such other address as may be designated by a party in written notification to the other party.
1. To the Board Secretary at **1301 East Second Ave** ~~1302 East Second~~
 2. To the Association at **1301 East Second Ave** ~~1304 East Second~~.
- B. Duration Period Upon ratification of both parties, this agreement shall become effective **July 1, 2019** ~~2017~~, and continues until **June 30, 2020** ~~2019~~. ~~Salary schedules for the 2017-18 and 2018-19 school years will be determined according to the formula that was negotiated between the Indianola Community School District and the Indianola Education Association.~~
- C. Signature Clause Within 30 days of ratification by both parties the District will provide final copies of contract for signatures.