

Indianola Education Association
Opening Proposal
2019-2020 Master Contract

Section A - District/Association Relations

Article I: Recognition - current contract

Article II: Employee Rights - current contract

Article III: Association Rights - current contract

Article IV: Procedure for Negotiations - current contract

Article V: Grievance Procedure - current contract

*Article VI: Dues Deduction - current contract

Article VII: Other Payroll Deductions - current contract

Section B - Licensed Employees

Article VIII: Leaves of Absence - current contract

Article IX: Employee Hours/Work Year

A. Work Day

1-8. Current contract

9. Planning Time A minimum of 45 minutes of planning time during each student day shall be designated for teacher planning/preparation time. No duties or students shall be assigned to the teacher during this time. Planning/preparation time is in addition to and separate from the duty-free lunch period outlined in Item A.6.

B. Student Day - current contract

C. Field Trips - current contract

D. Out of the Building - current contract

E. In-School Work Year - current contract

Article X: Safety - current contract

*Article XI: Staff Reduction/Recall - current contract

*Article XII: Performance Review Process - current contract

*Article XIII: Formal Coach Evaluation - current contract

Article XIV: Assignment/Reassignment Procedures - current contract

*Article XV: Transfer Procedures - current contract

Article XVI: Professional Development and Educational Improvement - current contract

Article XVII: Supervision of Student Teachers - current contract

Section C - Associates

Article XVIII: Introductory Period - current contract

Article XIX: Job Classification - Associates - current contract

Article XX: Leaves of Absence - current contract

Article XXI: Employee Hours/Work Year - current contract

Article XXII: Safety - current contract

*Article XXIII: Staff Reduction/Recall - current contract

Article XXIV: Assignment/Reassignment Procedures - current contract

*Article XXV: Transfer Procedures - current contract

Section D - Wages/Insurance

Article XXVI: Wages & Salaries/Method of Payment - current contract

Article XXVII: ~~Supplemental Pay~~ - Rename article "Extracurricular Pay."

*Article XXVIII: Insurance - current contract

Article XXIX: Health Provisions - current contract

Section E - Compliance and Duration

A. Separability - current contract

B. Notices

1. To the Board Secretary at 1301 East Second Avenue

2. To the Indianola Education Association at 1301 East Second Avenue

C. Duration Period - Upon ratification by both parties this agreement shall become effective July 1, 2019, and continue until June 30, 2024. Salary schedules for the 2019-20 and 2020-21 school years will be determined according to the formula that was negotiated between the Indianola Community School District and the Indianola Education Association. Negotiations shall reopen ONLY for the purpose of determining the salary schedules after the first two years of this agreement. The language of the master contract shall remain in force until June 30, 2024.

D. Signature Clause - current contract

Schedule A

A. 2.5% increase on salary schedule for contract years 2019-20 and 2020-21.

B. Salary schedules shall be renegotiated for the remaining 3 years of this agreement during the 2020-21 school year.

Schedule B

A. Level I, Steps 1-5: \$12.30, \$12.60/hour

B. Level II, Steps 6-9: \$13.20, \$13.50/hour

C. Level III, Steps 10-12+: \$14.35, \$14.70/hour

Schedule C - current contract

Schedule D - current contract

Schedule E - Rename "Activities Salary."

Increase Generator Base to \$37,000

Schedule F - Strike phrase "Supplemental Pay" from schedule.

Schedule G - current contract