



# Independence Community School District

1207 1st Street West  
Independence, Iowa 50644

(319) 334-7400 Phone  
(319) 334-7404 Fax

**Russell Reiter**, Superintendent

**Erin Burmeister**, Director of School Improvement

**Lori Flaherty**, Human Resources Director

**Laura J. Morine**, Director of Finance/Board Secretary

**Stephen Noyes**, Director of Technology

June 11, 2021

To: All School Board Members

Eric B. Smith – DD #2 ‘23

Jennifer Sornson – DD #3 ‘21

From: Russell Reiter, Superintendent

Gina Trimble – At Large ‘21

Kim Hansen – DD #3 ‘23

Re: Working agenda for the special meeting on **Tuesday, June 15, 2021** beginning at **6:00 p.m.**  
at the **School Administration Office, 1207 1st Street West**, Independence, IA

1. PLEDGE OF ALLEGIANCE
  - A. Call to Order
  
2. APPROVAL OF AGENDA
  
3. NEW BUSINESS
  - A. Consider Approval of the Revision of the Independence Teachers’ Association (ITA) Contract for Fiscal Year 2021-2022
  
  - B. Discussion of Persons Interested in Appointment to DD #1 Vacancy
  
  - C. Consider Approval of Person to Fill DD #1 Vacancy
  
4. ADJOURNMENT

## EXEMPT SESSION

Negotiations Strategy Session

### UPCOMING MEETINGS:

**Monday, June 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**

**Monday, July 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**

**Monday, August 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**

**Monday, September 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**

**Monday, October 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**

**Monday, November 15th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence**

INDEPENDENCE COUMMUNITY SCHOOL DISTRICT

Independence, Iowa

**MASTER CONTRACT AMENDMENT**

**For July 1, 2021 – June 30, 2022 Fiscal Year**

Agreement Between

Independence Teacher's Association

and the

Board of Education

## Amendment 2021-2022

This Amendment 2021-2022 supersedes the Amendment 2020-2021 and replaces **Article VII – Salary/Base Wage, Section A, B, C, D, E and F** of the original contract and **Appendix D**.

### Article VII

#### A. BASE WAGE

	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
<b>Base</b>	\$34,745	\$36,019	\$37,293	\$38,885	\$40,477	\$42,069	\$43,662
<b>TSS</b>	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616
<b>Base /TSS</b>	\$41,361	\$42,635	\$43,909	\$45,501	\$47,093	\$48,685	\$50,278

All returning staff shall receive the following minimum salary increases over the previous year for both the 2022-23 and 2023-24 contract years.

Row 1-5	\$ 500
Row 6-11 (BA lane)	\$1,250
Row 6-13 (BA+15 lane)	\$1,250
Row 6-15 (BA+30 lane)	\$1,250
Row 6-16 (MA-MA+45 lanes)	\$1,250
Row 12 and down (BA lane)	\$ 200
Row 14 and down (BA+15 lane)	\$ 200
Row 16 and down (BA+30 lane)	\$ 200
Row 17 and down (MA-MA+45 lanes)	\$ 200

(Representatives of the ITA and the District will work to negotiate any additional salary increases during each of the 2022-23 and 202-24 contract years) \*See **Appendix D** for Salary Chart.

#### B. INCREMENTS

Employees on the regular salary chart shall be granted one (1) increment or movement of one vertical row on the salary chart for each year of service. A year of service consists of employment in the Independence Community School District for one (1) semester and one (1) day or more in one (1) school year.

**Note: Rows may not correspond with years of teaching experience.**

### **C. EDUCATIONAL LANES**

Employees on the regular salary chart who move from one educational lane to a higher educational lane shall also move down a row. Graduate courses used to advance salary lanes must receive approval by the Board or its designee that the course or courses are germane to his/her teaching assignment or leading to an advanced degree. It is required that, before an employee enrolls in a course or courses, he/she seek written approval from the Board or its designee that the course(s) will be approved by filling out the Lane Change Class Pre-Approval Form on the Staff Portal area of the district website.

Employees who wish to move to a higher educational lane must file a Lane Change Intent Form (Appendix B) with the district office by March 15th of the preceding school year. A signed copy will be returned to the employee upon approval. Employees must file original transcripts by September 1st of the school year to be affected by the advance, except in situations where coursework has been completed but grades have not been filed by the educational institution. If no transcripts are available, the employee shall provide the district office an official letter from the college registrar or professor indicating completion. If applicable, pay adjustments shall be adjusted beginning with the September paycheck for said year.

### **D. TEACHER SUPPLEMENT**

Teacher Salary Supplement dollars will be distributed according to the MOU originally dated 5/5/2015 and updated on 2/8/2017 according to the allocation from the state.

### **E. SUPPLEMENTAL SALARY**

All cells will increase 2% and all returning staff will increment one row on the schedule.

\*See **Appendix D** for Supplemental Salary Chart.

### **F. METHOD OF PAYMENT - does not change**

**APPENDIX D**  
**Independence Community School District**  
**2021-2022 COMBINED SALARY CHART**

2021-22 BASE:           \$ 34,745  
2021-22 TSS:             \$ 6,616  
**2021-22 BASE w/TSS   \$ 41,361**

	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
Base	41,361	42,635	43,909	45,501	47,093	48,685	50,278
Row 1	42,370	43,644	44,918	46,767	48,359	49,951	51,544
Row 2	43,380	44,654	45,928	48,033	49,625	51,217	52,810
Row 3	44,389	45,663	46,937	49,298	50,890	52,482	54,075
Row 4	45,398	46,672	47,946	50,564	52,156	53,748	55,341
Row 5	46,408	47,682	48,956	51,830	53,422	55,014	56,607
Row 6	47,838	49,112	50,386	53,247	54,839	56,431	58,024
Row 7	49,268	50,542	51,816	54,664	56,256	57,848	59,441
Row 8	50,697	51,971	53,245	56,081	57,673	59,265	60,858
Row 9	52,127	53,401	54,675	57,498	59,090	60,682	62,275
Row 10	53,557	54,831	56,105	58,915	60,507	62,099	63,692
Row 11	54,987	56,261	57,535	60,332	61,924	63,516	65,109
Row 12	55,187	57,691	58,965	61,749	63,341	64,933	66,526
Row 13	55,387	59,121	60,395	63,165	64,757	66,349	67,942
Row 14	55,587	59,321	61,825	64,582	66,174	67,766	69,359
Row 15	55,787	59,521	63,255	65,999	67,591	69,183	70,776
Row 16	55,987	59,721	63,455	67,416	69,008	70,600	72,193
Row 17	56,187	59,921	63,655	67,616	69,208	70,800	72,393
Row 18	56,387	60,121	63,855	67,816	69,408	71,000	72,593
Row 19	56,587	60,321	64,055	68,016	69,608	71,200	72,793
Row 20	56,787	60,521	64,255	68,216	69,808	71,400	72,993
Row 21	56,987	60,721	64,455	68,416	70,008	71,600	73,193
Row 22	57,187	60,921	64,655	68,616	70,208	71,800	73,393
Row 23	57,387	61,121	64,855	68,816	70,408	72,000	73,593
Row 24	57,587	61,321	65,055	69,016	70,608	72,200	73,793
Row 25	57,787	61,521	65,255	69,216	70,808	72,400	73,993
Row 26	57,987	61,721	65,455	69,416	71,008	72,600	74,193
Row 27	58,187	61,921	65,655	69,616	71,208	72,800	74,393
Row 28	58,387	62,121	65,855	69,816	71,408	73,000	74,593
Row 29	58,587	62,321	66,055	70,016	71,608	73,200	74,793
Row 30	58,787	62,521	66,255	70,216	71,808	73,400	74,993
Row 31	58,987	62,721	66,455	70,416	72,008	73,600	75,193
Row 32	59,187	62,921	66,655	70,616	72,208	73,800	75,393
Row 33	59,387	63,121	66,855	70,816	72,408	74,000	75,593
Row 34	59,587	63,321	67,055	71,016	72,608	74,200	75,793
Row 35	59,787	63,521	67,255	71,216	72,808	74,400	75,993
Row 36	59,987	63,721	67,455	71,416	73,008	74,600	76,193
Row 37	60,187	63,921	67,655	71,616	73,208	74,800	76,393

**APPENDIX D**  
**2021-2022 Supplemental Salary Chart**

	<b>Cat 1</b>	<b>Cat 2</b>	<b>Cat 3</b>	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 6</b>	<b>Cat 7</b>	<b>Cat 8</b>	<b>Cat 9</b>	<b>Cat 10</b>
Row 0	818	981	1,309	1,635	1,962	2,268	2,616	3,271	3,598	4,252
Row 1	851	1,021	1,361	1,701	2,041	2,382	2,721	3,402	3,742	4,423
Row 2	883	1,060	1,399	1,767	2,120	2,472	2,826	3,532	3,886	4,592
Row 3	916	1,099	1,466	1,832	2,198	2,564	2,930	3,664	4,030	4,762
Row 4	949	1,138	1,518	1,897	2,277	2,656	3,036	3,794	4,174	4,935
Row 5	981	1,177	1,570	1,962	2,355	2,748	3,140	3,925	4,318	5,103
Row 6	1,014	1,217	1,623	2,028	2,434	2,839	3,245	4,056	4,461	5,272
Row 7	1,047	1,256	1,675	2,093	2,512	2,930	3,350	4,187	4,605	5,443
Row 8	1,079	1,295	1,727	2,158	2,591	3,022	3,454	4,318	4,749	5,613
Row 9	1,112	1,334	1,779	2,225	2,669	3,114	3,559	4,448	4,893	5,783
Row 10	1,144	1,374	1,832	2,290	2,748	3,206	3,664	4,579	5,037	5,953
Row 11	1,177	1,413	1,884	2,355	2,826	3,297	3,768	4,710	5,181	6,123