

INDEPENDENCE COMMUNITY SCHOOL DISTRICT

Independence, Iowa

MASTER CONTRACT

Agreement Between

Independence Teachers' Association

and the

Board of Education

July 1, 2019 – June 30, 2024

(5 Years)

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ARTICLE I AGREEMENT

Whereas the Independence Teachers' Association and the Board of Education of the Independence Community School District have reached certain understandings, which they desire to confirm in this Agreement, the parties hereto agree as follows:

ARTICLE II RECOGNITION

A. UNIT

The Board hereby recognizes the Independence Teachers' Association as the exclusive bargaining representative for the employees of the Independence Community School District as set forth in the Public Employment Relations Board (PERB) Order of Certification in Case Number 70 issued on the 20th day of August, 1975, as same has been amended.

B. DEFINITIONS

1. The term "Board", as used in this Agreement, shall mean the Board of Education of the Independence Community School District or its duly authorized representatives.
2. The term "employee", as used in this Agreement, shall mean all persons included in PERB Order of Certification in Case Number 70 as amended.
3. The term "Association", as used in this Agreement, shall mean the Independence Teachers' Association or its duly authorized representatives.

ARTICLE III USE OF FACILITIES

The Association and its members shall have the right to make use of school facilities for meetings and equipment, including communications equipment, in non-confidential areas when such facilities and equipment are not otherwise in use. Such use shall be restricted to official Association activities. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use and any additional custodial expenses caused by such use. The Principal of the building shall be notified in advance of the time and place for all meetings.

ARTICLE IV ACCESS TO MEMBERS

Duly authorized representatives of the Association 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. Any person outside the official membership of the bargaining unit shall conduct his or her business before or after the regular workday as outlined in the contract.

ARTICLE V SEPARABILITY AND SAVINGS CLAUSE

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 provision or application shall not be deemed valid and subsisting, except to the extent permitted by law. The Board and the Association shall meet and attempt to agree on a replacement provision to replace that deemed invalid and not subsisting, but shall be under no binding obligation to reach agreement thereon, and any failure so to agree shall not amount to an impasse so as to require implementation of an impasse procedure in the law or in any agreement between the parties. All other provisions or applications of this Agreement shall continue in full force and effect.

ARTICLE VI DURATION

This Agreement shall be effective as of July 1, 2019, and shall remain in effect until June 30, 2024. Either party to this Agreement may notify the other party in writing of any provisions of this Agreement that said party wishes to amend or modify and any deletions or additions thereto which said party wishes to enter negotiations in the coming contract period. This Agreement shall automatically continue in force and effect for an equivalent duration period for any items not specifically included in said notice. The parties agree Article VII Salary/Base Wage shall be open to negotiate base wage for the 2020-2021 Master Contract and all following contract years.

ARTICLE VII SALARY/BASE WAGE

A. BASE WAGE

BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
\$39,198	\$40,472	\$41,746	\$43,338	\$44,930	\$46,522	\$48,115

All returning staff will receive an \$800.00/FTE increase over their 2018-19 salary. (Representatives of the ITA and the District will work to develop a salary compensation model for 2020-21 and for future years).

*See Appendix D for Salary Spreadsheet.

B. TEACHER SALARY 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.

C. EDUCATIONAL LANES

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. SUPPLEMENTAL SALARY

All returning staff will receive a 1% increase over their 2018-19 compensation. (Representatives of the ITA and the District will work to develop a salary compensation model that will include a Supplemental Spreadsheet for 2020-21 and for future years).

*See Appendix D for Supplemental Salary Spreadsheet.

E. METHOD OF PAYMENT

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th day of each month. Employees shall receive their check stub sent to them electronically through email. Those employed on the supplemental spreadsheet may make other arrangements that are mutually satisfactory to the involved parties.

2. Exceptions

When a pay date falls on or during a bank holiday, or weekend, employees shall receive their paychecks on the last previous working day.

3. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee in writing.

4. Direct Deposit

Direct deposit is mandatory for all new employees to have their checks deposited in the bank of their choice.

ARTICLE VIII SICK LEAVE

A. ANNUAL SICK LEAVE

All employees shall be granted leave for personal illness, injury, or medical appointments which cannot be scheduled outside of the work day as set forth in the Employee Handbook, with full pay at the rate of fifteen (15) days per year beginning with the first official day of the work year whether or not the employee reports for duty on that day. Sick leave will be prorated by quarter based on initial hire date. The employee shall provide, upon request from the District, reasonable verification of illness and/or medical appointments as per the current law.

B. UNUSED SICK LEAVE

Days are accumulated to a maximum limit of ONE-HUNDRED TWENTY (120) days. Employees shall be given a copy of a written accounting of accumulated sick leave no later than September 1 of the contract year.

C. SICK LEAVE BANK

1. Establishment. A sick leave bank will be established for the use of employees who choose to participate. The bank year will be the contract year.
2. Participation. Participation in the sick leave bank will be on a voluntary basis and each participating individual employee's contribution will be made in the form of one (1) day of sick leave from his/her current year's allocation of 15 days. The days contributed to the bank become the property of the bank and will not be returned to the employee, except under paragraph 5 below. Only individuals who have contributed to the bank may utilize the bank days.
3. Enrollment. Enrollment will take place during opening workshop but in no case later than September 10th and will entitle the enrolling employee to membership until revoked in writing by the employee. Enrollment shall consist of signing one (1) copy of the Sick Leave Bank Form found in Appendix A and forwarding it to the Superintendent's office. The form indicates the year of coverage and authorizes the sick leave transfer to the bank.
4. Unused Days in the Bank. Assets in the bank will not accumulate from year to year. The following year's bank will consist only of the days contributed for the year's participation. The Board will provide the Association with a verification of the bank's total number of days for the current year and of the previous year's usage of bank days by no later than September 30 of each year.
5. Use of Bank Leave Days. Use of sick leave bank days will be on a daily basis; e.g. each eligible employee will draw each day until the total leave bank days have been exhausted. An employee is one who has timely volunteered for participation in the sick leave bank and who has exhausted all applicable leaves without being eligible for long term disability, worker's compensation, and/or Social Security disability. Leave can only be used for enrolled bargaining unit employees.

ARTICLE IX TEMPORARY LEAVES

For new employees who start after the commencement of the normal contract year, all leaves will be prorated based on the number of days in the normal contract year of said employee's employment category.

For currently contracted employees all leaves are available on the initial day of the contract year. However, should employment terminate prior to the end of the contract year, all leave will be prorated based on the number of days worked. Any leave taken in excess of the prorated amount will be reimbursed to the district as a deduction from the employee's last paycheck. The smallest portion of a day that may be used for leave purposes is one fourth (1/4) of an employee's contracted day.

A. PERSONAL LEAVES

1. Each year, full time employees shall be granted three days of unqualified personal leave under the following conditions:
 - a. No more than three staff members per building may be gone on personal leave on any given day at Early Childhood Center/East and West. No more than six staff members may be gone on personal leave on any given day at the Junior/Senior High/Buchanan County Success Center. If more staff have applied for personal leave than are allowed on a given day, personal leave will be granted based upon the order in which the applications are received. Upon request, an exception may be granted at the discretion of the Superintendent.
 - b. Personal days are not allowed to be taken during the first five (5) student days except in case of emergency or extenuating circumstances as determined by the Superintendent in his/her sole discretion.
2. Each year, full time employees shall have the opportunity to return to the Independence Community School District unused personal leave. For each unused personal day the employee chooses to return to the district, the Board shall reimburse the employee an amount of money equal to that year's current substitute pay scale for a day's employment. This payment will be on the employee's paycheck the month following the last teacher workday.

B. LEAVE FOR IMMEDIATE FAMILY ILLNESS

Employees shall be granted leave at full pay for illness in the immediate family not to exceed a total of four (4) days per year. Leave for this immediate family illness shall not be deducted from any accumulated sick leave.

If needed, employees may trade one sick leave day for an additional family illness day. Total number of additional family illness per year will be limited to four (4). These additional family leave days will be deducted from the accumulated sick leave.

The immediate family shall be defined as: the employee's wife, husband, domestic partners, sons, daughters, step-children, foster children, mother, father, step-mother, step-father, and any of the following who reside with the employee: brothers, sisters, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law. In the event that any of the foregoing relatives are hospitalized, the employees shall be granted said leave whether or not that relative resides with the employee.

C. BEREAVEMENT LEAVE

Employees shall be granted a total of five (5) days leave without loss of salary for the death of the employee's spouse, domestic partners, child, step-children, foster children, parents, step-mother, step-father, or any other member of the immediate household. Employees shall be granted a total of three (3) days leave without loss of salary for the death of an employee's brother, sister, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-mother-in-law, step-father-in-law, great grandparents, niece and nephew. Employees shall be granted one day leave without loss of salary for the death of an employee's aunt and/or uncle. Employees shall be

granted leave, not to exceed one day, for the death of someone not covered above. This leave may be taken in quarter day increments. The funeral leave allowed herein shall not be deducted from any accumulated sick leave.

D. LEGAL DUTY

Employees required by law to appear for jury duty or other legal obligation shall suffer no financial loss because of such absence, and the difference between their normal salary and the compensation received for jury duty shall be paid to the employee by the Board. Employees, when excused from jury duty, shall return to work unless excused by the Principal.

E. LEAVE FOR ASSOCIATION CONVENTIONS

A maximum of six (6) days per year shall be available to the Association for representatives of the Association to attend state conference or state convention. The representatives appointed by the Association to use said six (6) days shall suffer no loss of pay therefore.

F. CAREER DEVELOPMENT LEAVE

Certified employees may request career development leave for the purpose of continuing their education at an accredited college or university. Coursework taken must be directly related to the completion of an advanced degree in the field of education or the employee's subject area of expertise and must be a course that is not offered at any other time. The request for career development leave shall be made in writing to the Superintendent. The Superintendent reserves the right to limit the number of employees granted career development leave at any one time. Career development leave shall not exceed one hundred twenty (120) minutes per day and shall not exceed one (1) semester per year per employee. Any costs associated with said leave, including any substitute costs, shall be paid by the employee.

G. PROFESSIONAL DEVELOPMENT LEAVE

Full time certified employees shall be granted two (2) days of professional development leave per year. These days shall be used to participate in a professional development opportunity of the employee's choice that is directly related to the employee's teaching area of expertise and is not offered at any other time. The request for professional development leave must be approved by the Superintendent. The Superintendent reserves the right to deny this leave or to limit the number of employees granted professional development leave at any one time.

H. GOOD CAUSE

Whenever the leave that is available to an employee under this Article is exhausted or where a situation is not covered by a provision of this Article, the Superintendent may grant leave with pay, without pay, or with the employee reimbursing the District for the cost of the substitute, for good cause shown.

I. CHILDREARING

1. Paternity Leave

For the purpose of caring for a newborn infant, the employee-father shall be allowed to use a maximum of ten (10) days from their accumulated sick leave. Such leave shall normally be subsequent to the birth of the employee's child and taken within the first fourteen (14) days of birth.

2. Adoption Leave

For the purpose of caring for a newly adopted child, employees shall be allowed ten (10) days from their accumulated sick leave. Such leave shall normally be when the child is physically turned over to the employee-parent and taken within first fourteen (14) days of custody.

ARTICLE X EXTENDED LEAVES

A. ILLNESS / CHILDBIRTH / DISABILITY LEAVES

An employee who is unable to work or chooses not to work under FMLA because of personal illness or disability or childbirth or adoption and who has exhausted all sick leave which might be available under Article VII (Sick Leave) and all other applicable leaves shall be granted a leave of absence without pay for the duration of such illness or disability or other inability up to one (1) year. During such extended leave of absence, the employee may receive disability benefits where applicable, but the employee shall receive no insurance benefits at Board expense during said status after the first twelve (12) weeks as per FMLA. However, the employee may elect to continue insurance benefits during said leave of absence by paying the premiums themselves to the District, contingent upon approval of said procedure by the respective insurance carriers. Upon return to work, the employee shall resume the status enjoyed as of the date of the commencement of extended leave, together with all rights and privileges attendant thereto as same may have been amended by operation of other provisions of this contract. With regard to sick leave related to childbirth, sick leave benefits to the extent of an employee's accumulated unused sick leave shall be paid through twelve (12) weeks. Use of sick leave bank can only be utilized for the duration of time of medical confinement, which is defined as the time the employee is physically unable to perform regular duties.

B. SABBATICAL LEAVE

Certified employees who have completed seven (7) academic years in the Independence Community School District may request a one (1) year sabbatical leave of absence without pay for the purpose of continuing their education at an accredited college or university. Coursework taken must be related to the education profession. The year of sabbatical leave shall coincide with the District's fiscal year. This request shall be made in writing to the Superintendent by March 15 preceding the fiscal year of absence. While absent, the employee may remain in the health insurance group if he/she pays all premiums. Upon

return to the District, the employee shall receive full credit on the salary spreadsheet for his/her experience. No experience credit will be given for the sabbatical year. The employee is guaranteed re-employment in the Independence Community School District upon returning from sabbatical leave. This leave may only be used once by an employee and is not renewable.

ARTICLE XI EMPLOYEE WORK YEAR/DAY

A. IN-SCHOOL WORK YEAR

Regular Contract: The in-school work year for employees on a regular contract shall not exceed one-hundred eighty-seven (187) days which shall include days when pupils are in attendance, in-service days and other contract days. Employees new to the District shall work one (1) additional day prior to the beginning of the regular work year and shall be compensated at their per diem rate.

B. IN-SCHOOL WORK DAY

The total in-school workday shall consist of a duty-free twenty-five (25) minute lunch period for each employee.

ARTICLE XII INSERVICE

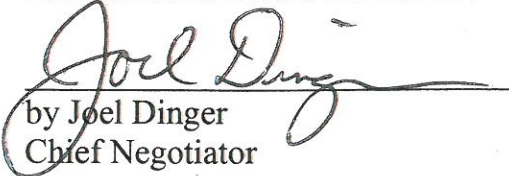
Teachers shall be required to participate in at least 36 hours annually of teacher driven collaboration time to deliver educational programs and assess student learning, or to engage in peer review pursuant to Section 284.8, Subsection 1, Code of Iowa. Designated professional development, as long as practitioner collaboration is a substantial component of this professional development, or professional learning community time shall count toward the requirement. Individual educator preparation item shall not count as collaboration time. The Teacher Quality Committee shall determine how collaboration item will be implemented. Any additional work required beyond the regular contracted workday shall be compensated by the District at thirty dollars (\$30.00) per hour.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be

signed by their representative president, all on the

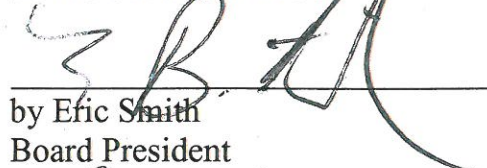
29th day of April, 2019.

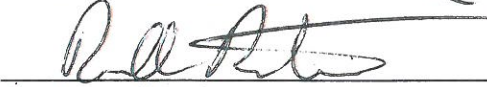
INDEPENDENCE
TEACHERS ASSOCIATION


by Joel Dinger
Chief Negotiator


by Tracy Steger
ITA President

INDEPENDENCE COMMUNITY
SCHOOL DISTRICT


by Eric Smith
Board President


by Russell Reiter
Superintendent

APPENDIX A

SICK LEAVE BANK AUTHORIZATION

Form available on District Website

I authorize the transfer of one day of my sick leave to the sick leave bank for the current school year.

NOTE: All provisions of Article VIII of the Agreement shall be observed. Submit no later than September 10th.

Employee Name - PRINT

Employee Signature

___/___/___
Date

Superintendent's Signature

___/___/___
Date

APPENDIX B

Lane Change Intent Form

Deadline for filing this form is March 15th of the preceding school year in which the lane change will take effect.

Name (please print): _____

I have completed the following educational requirements to advance horizontally on the salary spreadsheet from _____ to _____ for the _____ school year. A lane change pre-approval form has been submitted and approval has been obtained for all courses.

I will have original transcripts of earned credits in the Administration Office on or before September 1st of the school year to be affected by the advance.

Staff Signature: _____ Date: _____

For Office Use Only

Received by: _____

Date: _____

Approved: Yes _____ No _____

Date: _____

Superintendent's Signature

APPENDIX C

MEMORANDUM OF UNDERSTANDING BETWEEN THE INDEPENDENCE COMMUNITY SCHOOL DISTRICT AND THE INDEPENDENCE EDUCATION ASSOCIATION

This Memorandum of Agreement shall be in effect starting July 1, 2015, and shall remain in effect until the parties mutually agree to modify or delete it.

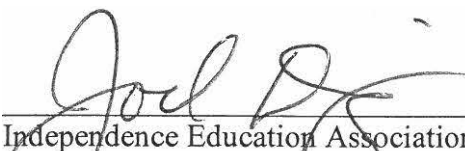
Each year, the District shall distribute ninety-seven percent (97%) of the District's annual allocation of TSS monies to all teachers equally per FTE after deducting the District's costs for FICA, Medicare, and IPERS. The District shall distribute any remaining amount of the District's annual allocation of TSS monies in the June payroll after adjustments are made based upon any employment changes during the contract that increase or decrease the FTE eligible for the funds.

The flat rate amount reflected in Appendix B of the Collective Bargaining Agreement shall reflect the ninety-seven percent (97%) allocation. The parties agree to cost the full one hundred percent (100%) allocation.



Independence Community School District

5.5.15
Date




Independence Education Association

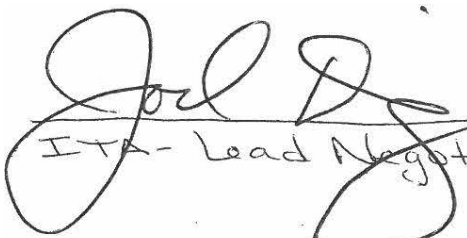
5-5-15
Date

Amendment to MOU. 2-8-2017

Remaining portion of TSS will be
paid in the August payroll instead
of June.



ICSD Superintendent



ITA - Lead Negotiator

APPENDIX D

INDEPENDENCE COMMUNITY SCHOOL DISTRICT 2019-2020 COMBINED SALARY SPREADSHEET							
18-19 BASE:			\$31,845				
19-20 Base Increase:			\$800	Linked to Costing Sheet			
19-20 TSS:		+	\$6,553	Linked to TSS Calculations			
19-20 Base:			\$39,198				
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$39,198	\$40,472	\$41,746	\$43,338	\$44,930	\$46,522	\$48,115
Guidelines for new hires							
1	\$40,472	\$41,746	\$43,019	\$44,930	\$46,522	\$48,115	\$49,707
2	\$41,746	\$43,019	\$44,293	\$46,522	\$48,115	\$49,707	\$51,299
3	\$43,019	\$44,293	\$45,567	\$48,115	\$49,707	\$51,299	\$52,891
4	\$44,293	\$45,567	\$46,841	\$49,707	\$51,299	\$52,891	\$54,484
5	\$45,567	\$46,841	\$48,115	\$51,299	\$52,891	\$54,484	\$56,076
6	\$46,841	\$48,115	\$49,388	\$52,573	\$54,165	\$55,757	\$57,350
7	\$48,115	\$49,388	\$50,662	\$53,847	\$55,439	\$57,031	\$58,623
8	\$49,388	\$50,662	\$51,936	\$55,121	\$56,713	\$58,305	\$59,897
9	\$50,662	\$51,936	\$53,210	\$56,394	\$57,987	\$59,579	\$61,171
10	\$51,936	\$53,210	\$54,484	\$57,668	\$59,260	\$60,853	\$62,445
11	\$53,210	\$54,484	\$55,757	\$58,942	\$60,534	\$62,126	\$63,719
12		\$55,757	\$57,031	\$60,216	\$61,808	\$63,400	\$64,992
13		\$57,031	\$58,305	\$61,490	\$63,082	\$64,674	\$66,266
14			\$59,579	\$62,763	\$64,356	\$65,948	\$67,540
15			\$60,853	\$64,037	\$65,629	\$67,222	\$68,814
16			\$62,126	\$65,311	\$66,903	\$68,495	\$70,088
Career Increments from FY18-19 Only							
17	\$53,710	\$57,531	\$62,626	\$65,811	\$67,403	\$68,995	\$70,588
18	\$54,210	\$58,031	\$63,126	\$66,311	\$67,903	\$69,495	\$71,088
21	\$54,710	\$58,531	\$63,626	\$66,811	\$68,403	\$69,995	\$71,588
25	\$55,210	\$59,031	\$64,126	\$67,311	\$68,903	\$70,495	\$72,088
28	\$55,710	\$59,531	\$64,626	\$67,811	\$69,403	\$70,995	\$72,588
31	\$56,710	\$60,031	\$65,126	\$68,311	\$69,903	\$71,495	\$73,088

INDEPENDENCE COMMUNITY SCHOOL DISTRICT 2019-2020 SUPPLEMENTAL SALARY SPREADSHEET											
				FY19-20							
	BASE:	\$31,750		Percent Increase	1.00%						
					101.00%						
CATEGORY→	1	2	3	4	5	6	7	8	9	10	
0	802	962	1,283	1,603	1,924	2,224	2,565	3,207	3,527	4,169	
1	834	1,001	1,334	1,668	2,001	2,335	2,668	3,335	3,669	4,336	
2	866	1,039	1,372	1,732	2,078	2,424	2,771	3,463	3,810	4,502	
3	898	1,077	1,437	1,796	2,155	2,514	2,873	3,592	3,951	4,669	
4	930	1,116	1,488	1,860	2,232	2,604	2,976	3,720	4,092	4,836	
5	962	1,154	1,539	1,924	2,309	2,694	3,078	3,848	4,233	5,003	
6	994	1,193	1,591	1,988	2,386	2,783	3,181	3,976	4,374	5,169	
7	1,026	1,231	1,642	2,052	2,463	2,873	3,284	4,105	4,515	5,336	
8	1,058	1,270	1,693	2,116	2,540	2,963	3,386	4,233	4,656	5,503	
9	1,090	1,308	1,744	2,181	2,617	3,053	3,489	4,361	4,797	5,670	
10	1,122	1,347	1,796	2,245	2,694	3,143	3,592	4,489	4,938	5,836	
11	1,154	1,385	1,847	2,309	2,771	3,232	3,694	4,618	5,079	6,003	

INDEPENDENCE COMMUNITY SCHOOL DISTRICT

Independence, Iowa

**MASTER CONTRACT AMENDMENT
for July 1, 2020 – June 30, 2021 Fiscal Year**

Agreement Between

Independence Teachers' Association

and the

Board of Education

Amendment 2020-2021

**Replaces Article VII A and D, Page 15 of the Original Contract dated 4/21/2019 and
Appendix D**

Article VII

A. Base Wage

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	\$33,645	\$34,919	\$36,193	\$37,785	\$39,377	\$40,969	\$42,562
TSS	\$ 6,638	\$ 6,638	\$ 6,638	\$ 6,638	\$ 6,638	\$ 6,638	\$ 6,638
Base w/ TSS	\$40,283	\$41,557	\$42,831	\$44,423	\$46,015	\$47,607	\$49,200

All of the following salaries include year appropriate TSS monies.

Certified staff with a BA earning \$39,198 will return at \$41,432/FTE

Certified staff with a BA earning \$40,472 will return at \$42,581/FTE

Certified staff with a BA earning \$41,746 will return at \$43,729/FTE

Certified staff with a BA earning \$43,019 will return at \$43,729/FTE

Certified staff with a BA+15 earning \$41,746 will return at \$43,855/FTE

Certified staff with a BA+15 earning \$43,019 will return at \$45,003/FTE

Certified staff with a BA+15 earning \$44,293 will return at \$45,003/FTE

Certified staff with a BA+30 earning \$45,567 will return at \$46,277/FTE

Certified staff with a MA earning \$46,522 will return at \$48,825/FTE

All other returning staff will receive a \$500.00/FTE increase over their 2019-20 salary plus year appropriate TSS funds.

All certified staff with an educational lane change will receive compensation on the same row.

D. Supplemental Salary – All returning staff will receive a 0% increase over their 2019-20 compensation.

APPENDIX D

INDEPENDENCE COMMUNITY SCHOOL DISTRICT For Fiscal Year 2020-2021

20-21 BASE	\$33,645
20-21 TSS	\$6,638
20-21 Base with TSS	\$40,283

Guidelines for new hires based on district needs and similar experience of existing staff.

	BA/TSS	BA+15/TSS	BA+30/TSS	MA/TSS	MA+15/TSS	MA+30/TSS	MA+45/TSS
Base	\$40,283	\$41,557	\$42,831	\$44,423	\$46,015	\$47,607	\$49,200
Row 1	\$41,432	\$42,706	\$43,980	\$45,890	\$47,482	\$49,074	\$50,667
Row 2	\$42,581	\$43,855	\$45,129	\$47,358	\$48,950	\$50,542	\$52,135
Row 3	\$43,729	\$45,003	\$46,227	\$48,825	\$50,417	\$52,009	\$53,602
Row 4	\$44,878	\$46,152	\$47,426	\$50,292	\$51,884	\$53,476	\$55,069
Row 5	\$46,152	\$47,426	\$48,700	\$51,884	\$53,476	\$55,069	\$56,661
Row 6	\$47,426	\$48,700	\$49,973	\$53,158	\$54,750	\$56,342	\$57,735
Row 7	\$48,700	\$49,973	\$51,247	\$54,432	\$56,024	\$57,616	\$59,208
Row 8	\$49,973	\$51,247	\$52,521	\$55,706	\$57,298	\$58,890	\$60,482
Row 9	\$51,247	\$52,521	\$53,795	\$56,979	\$58,572	\$60,164	\$61,756
Row 10	\$52,521	\$53,795	\$55,069	\$58,253	\$59,845	\$61,438	\$63,030
Row 11	\$53,795	\$55,069	\$56,342	\$59,527	\$61,119	\$62,711	\$64,304
Row 12		\$56,342	\$57,616	\$60,801	\$62,393	\$63,985	\$65,577
Row 13		\$57,616	\$58,890	\$62,075	\$63,667	\$65,259	\$66,851
Row 14			\$60,164	\$63,348	\$64,941	\$66,533	\$68,125
Row 15			\$61,438	\$64,622	\$66,214	\$67,807	\$69,399
Row 16			\$62,711	\$65,896	\$67,488	\$69,080	\$70,673
Row 17	\$54,295	\$58,116	\$63,211	\$66,396	\$67,988	\$69,580	\$71,173
Row 18	\$54,795	\$58,616	\$63,711	\$66,893	\$68,488	\$70,080	\$71,673
Row 19 (old 21)	\$55,295	\$59,116	\$64,211	\$67,396	\$68,988	\$70,580	\$72,173
Row 20 (old 25)	\$55,795	\$59,616	\$64,711	\$67,896	\$69,488	\$71,080	\$72,673
Row 21 (old 28)	\$56,295	\$60,116	\$65,211	\$68,396	\$69,988	\$72,080	\$73,173
Row 22 (old 31)	\$56,795	\$60,616	\$65,711	\$68,896	\$70,488	\$72,580	\$73,673

Fiscal Year 2020-2021 SUPPLEMENTAL CONTRACTS

CATEGORY-->	1	2	3	4	5	6	7	8	9	10
0	802	962	1,283	1,603	1,924	2,224	2,565	3,207	3,527	4,169
1	834	1,001	1,334	1,668	2,001	2,335	2,668	3,335	3,669	4,336
2	866	1,039	1,372	1,732	2,078	2,424	2,771	3,463	3,810	4,502
3	898	1,077	1,437	1,796	2,155	2,514	2,873	3,592	3,951	4,669
4	930	1,116	1,488	1,860	2,232	2,604	2,976	3,720	4,092	4,836
5	962	1,154	1,539	1,924	2,309	2,694	3,078	3,848	4,233	5,003
6	994	1,193	1,591	1,988	2,386	2,783	3,181	3,976	4,374	5,169
7	1,026	1,231	1,642	2,052	2,463	2,873	3,284	4,105	4,515	5,336
8	1,058	1,270	1,693	2,116	2,540	2,963	3,386	4,233	4,656	5,503
9	1,090	1,308	1,744	2,181	2,617	3,053	3,489	4,361	4,797	5,670
10	1,122	1,347	1,796	2,245	2,694	3,143	3,592	4,489	4,938	5,836
11	1,154	1,385	1,847	2,309	2,771	3,232	3,694	4,618	5,079	6,003

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

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	\$34,745	\$36,019	\$37,293	\$38,885	\$40,477	\$42,069	\$43,662
TSS	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616	\$6,616
Base /TSS	\$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

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
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

	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5	Cat 6	Cat 7	Cat 8	Cat 9	Cat 10
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

INDEPENDENCE COUMMUNITY SCHOOL DISTRICT

Independence, Iowa

MASTER CONTRACT AMENDMENT

For July 1, 2022 – June 30, 2023 Fiscal Year

Agreement Between

Independence Teacher's Association

and the

Board of Education

Amendment 2022-2023

This Amendment 2022-2023 supersedes the Amendment 2021-2022 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

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	\$36,900	\$38,192	\$39,483	\$41,650	\$43,108	\$44,566	\$46,023
TSS	\$6,771	\$6,771	\$6,771	\$6,771	\$6,771	\$6,771	\$6,771
Base /TSS	\$43,671	\$44,963	\$46,254	\$48,421	\$49,879	\$51,337	\$52,794

All returning staff shall receive the following minimum salary increases over the previous year for the 2022-2023 and the 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

See **Appendix D** for Salary C

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. SUPPLEMENTAL SALARY

All cells will increase 3% and all returning staff will increment one row on the schedule.

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

APPENDIX D
Independence Community School District
2022-2023 COMBINED SALARY CHART

2022-23 BASE: \$ 36,900
 2022-23 TSS: \$ 6,771
2022-23 BASE w/TSS \$ 43,671

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Base	43,671	44,963	46,254	48,421	49,879	51,337	52,794
Row 1	44,409	45,701	46,992	49,358	50,816	52,274	53,731
Row 2	45,147	46,439	47,730	50,295	51,753	53,211	54,669
Row 3	45,885	47,177	48,468	51,232	52,690	54,148	55,606
Row 4	46,623	47,915	49,206	52,170	53,627	55,085	56,543
Row 5	47,361	48,653	49,944	53,107	54,564	56,022	57,480
Row 6	48,929	50,221	51,512	54,731	56,189	57,646	59,104
Row 7	50,498	51,789	53,081	56,355	57,813	59,271	60,729
Row 8	52,066	53,357	54,649	57,980	59,437	60,895	62,353
Row 9	53,634	54,926	56,217	59,604	61,062	62,520	63,977
Row 10	55,202	56,494	57,785	61,228	62,686	64,144	65,602
Row 11	56,771	58,062	59,354	62,853	64,310	65,768	67,226
Row 12	56,996	59,630	60,922	64,477	65,935	67,393	68,850
Row 13	57,221	59,855	62,490	66,101	67,559	69,017	70,475
Row 14	57,446	60,080	62,715	67,726	69,184	70,641	72,099
Row 15	57,671	60,305	62,940	67,951	69,409	70,866	72,324
Row 16	57,896	60,530	63,165	68,176	69,634	71,091	72,549
Row 17	58,121	60,755	63,390	68,401	69,859	71,316	72,774
Row 18	58,346	60,980	63,615	68,626	70,084	71,541	72,999
Row 19	58,571	61,205	63,840	68,851	70,309	71,766	73,224
Row 20	58,796	61,430	64,065	69,076	70,534	71,991	73,449
Row 21	59,021	61,655	64,290	69,301	70,759	72,216	73,674
Row 22	59,246	61,880	64,515	69,526	70,984	72,441	73,899
Row 23	59,471	62,105	64,740	69,751	71,209	72,666	74,124
Row 24	59,696	62,330	64,965	69,976	71,434	72,891	74,349
Row 25	59,921	62,555	65,190	70,201	71,659	73,116	74,574
Row 26	60,146	62,780	65,415	70,426	71,884	73,341	74,799
Row 27	60,371	63,005	65,640	70,651	72,109	73,566	75,024
Row 28	60,596	63,230	65,865	70,876	72,334	73,791	75,249
Row 29	60,821	63,455	66,090	71,101	72,559	74,016	75,474
Row 30	61,046	63,680	66,315	71,326	72,784	74,241	75,699
Row 31	61,271	63,905	66,540	71,551	73,009	74,466	75,924
Row 32	61,496	64,130	66,765	71,776	73,234	74,691	76,149
Row 33	61,721	64,355	66,990	72,001	73,459	74,916	76,374
Row 34	61,946	64,580	67,215	72,226	73,684	75,141	76,599
Row 35	62,171	64,805	67,440	72,451	73,909	75,366	76,824
Row 36	62,396	65,030	67,665	72,676	74,134	75,591	77,049
Row 37	62,621	65,255	67,890	72,901	74,359	75,816	77,274

APPENDIX D
Independence Community School District
2022-2023 Supplemental Salary Chart

	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5	Cat 6	Cat 7	Cat 8	Cat 9	Cat 10
Row 0	843	1011	1348	1684	2021	2337	2695	3369	3705	4380
Row 1	876	1052	1402	1752	2102	2453	2803	3504	3855	4555
Row 2	910	1092	1441	1820	2183	2547	2911	3638	4003	4730
Row 3	943	1131	1510	1887	2264	2641	3018	3774	4151	4905
Row 4	977	1172	1563	1954	2345	2736	3127	3908	4299	5083
Row 5	1011	1212	1617	2021	2426	2830	3234	4043	4447	5256
Row 6	1044	1253	1672	2089	2507	2924	3342	4177	4595	5431
Row 7	1078	1293	1725	2156	2588	3018	3450	4313	4743	5606
Row 8	1112	1334	1779	2223	2669	3113	3557	4447	4892	5781
Row 9	1145	1374	1832	2291	2749	3207	3666	4582	5040	5957
Row 10	1179	1415	1887	2359	2830	3302	3774	4716	5188	6131
Row 11	1212	1455	1940	2426	2911	3396	3881	4852	5336	6307

Category	Assignments
1	
2	
3	Assistant Summer Band, National Honor Society, Assistant Large Group Speech Director, Assistant Small Group Speech Director
4	JH Coaches, Summer Band, Color Guard, Drum Line, Assistant Musical, JH Student Council, Mock Trial, Robotics, FCCLA
5	High School Play Director, High School Musical Director, Large Group Speech Director, Small Group Speech Director, Dance Team
6	Elementary Band, Assistant Vocal Director, Marching Band
7	Assistant High School Coaches (football, basketball, wrestling, track, softball, baseball, volleyball, golf, tennis, soccer) Cheerleading, Yearbook, AV Tech Club
8	Head High School Coaches (volleyball, track, cross country, golf, tennis, soccer, bowling) Assistant Jazz Band, Student Council/Prom
9	Assistant Band Director, Head High School Coaches (wrestling, basketball, football, softball, baseball) Strength and Conditioning Coach
10	Vocal Director, Band Director, Assistant Athletic Director