

COMPREHENSIVE AGREEMENT
BETWEEN
THE SAYDEL EDUCATION
ASSOCIATION
AND
THE SAYDEL COMMUNITY
SCHOOL DISTRICT



Effective July 1, 2018
Through June 30, 2021

Updated 05/19/2020

PREAMBLE

The Saydel Community School District, hereinafter referred to as the "Employer," and the Saydel Education Association, hereinafter referred to as the "Association," agree as follows:

ARTICLE I **RECOGNITION**

- A. The Employer hereby recognizes the Saydel Education Association as the exclusive and sole negotiation agent for, and limited to, the appropriate bargaining unit as determined and ordered by the Iowa Public Employment Relations Board in certification instrument (Case No. 87) issued by the PERB on the 23rd day of September, 1975. The unit described in the above certification is as follows:

INCLUDED: Regular full-time and part-time certified classroom teachers, counselors, media specialists, social workers, nurses, athletic coaches and assistants, and special education personnel employed by the Saydel School District.

EXCLUDED: Superintendent, Curriculum Director, Director of Special Programs, Business Manager, Building Principals and Assistants, confidential and building secretaries, clerks employed in the Central Administration Office, teacher aides and associates, custodial and maintenance personnel, substitute teachers, interim teachers and all other personnel excluded by Section 4 of the Act.

B. Definitions.

1. The term "Employer" as used in this Agreement shall mean the Saydel Community School District. The term "Board" as used in this Agreement shall mean the Board of Directors of the Saydel Community School District or its duly authorized representatives.
 2. The term "Employee" as used in this Agreement shall mean the employees included in the bargaining unit described above.
 3. The term "Association" as used in this Agreement shall mean the Saydel Education Association or its duly authorized representatives or agents.
- C. The Association recognizes the Saydel Community School District as the public employer governed by the Board and the Board as the duly elected representative of the citizens of the School District and agrees to negotiate only through the negotiating agent or agents officially designated by the Board to act in its behalf.
- D. The Association agrees that neither it, nor its members or agents, will attempt to represent in any negotiations or grievances, the interest of anyone other than members of the bargaining unit.

ARTICLE II
ASSOCIATION RIGHTS

- A. Use of Facilities. The Association shall have the right to make use of school buildings and facilities at reasonable times for a reasonable number of meetings, and to make use of equipment, including typewriters, mimeograph machines, other duplicating equipment, calculating machines, and audio-visual equipment. Use of the buildings shall be after regular school hours, and Association use shall in no way interfere with any aspect of the instructional or extracurricular program. The use of equipment shall be only when it is not otherwise in use for instructional or extracurricular purposes. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use, and for any out-of-pocket expenses which the school district may incur because of the use of facilities or equipment. The Principal of the building shall be notified of the time and place of all general association meetings and shall be required to give prior approval of all such meetings.
- B. The Association may use employees' mailboxes for communications to employees.
- C. The Association shall have the right to post notices of Association activities and matters on a bulletin board reserved for use by the administration and the Association in each school building. Such bulletin boards will be placed in the faculty lounge where possible for the purpose of supplying such notices and other material. Where it is not possible to place such a bulletin board in the faculty lounge, the bulletin board shall be made available in a place readily accessible to employees.
- D. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at reasonable times, provided that such transactions do not interfere with or interrupt normal school operations, or the performance of any employee in the performance of duty.

ARTICLE III
SAFETY PROVISIONS

- A. An employee shall immediately report cases of assault, both physical and verbal, suffered by the employee in connection with his/her employment to the Building Principal or a designee and to the Association. Such notification shall be forwarded by the Principal or a designee to the Superintendent of Schools. Information regarding employee options will be provided to the employee through the process.
- B. The Employer shall make its best effort to provide and maintain a safe place of employment that is free from hazards likely to cause accident, injury or illness to employees. When notified of hazards, the District shall respond to the information.
- C. All employees and the Association shall be alert to unsafe practices, equipment or conditions and shall report in writing any such unsafe practices, equipment or conditions to their Principal or immediate supervisor. For the safety of employees, the District will comply with all state and federal regulations related to workplace safety.

- D. No employee shall be required to search for a bomb.
- E. An employee may, within the scope of employment, and to the extent authorized by law, use and apply such amount of force as is reasonable and necessary to stop a breach of discipline or to quell a disturbance.
- F. Any safety concerns should be reported in writing to the employee's immediate supervisor as soon as they are known. Any safety matter reported to a supervisor must be immediately forwarded to the Superintendent.

ARTICLE IV
WAGES and SALARY

- A. Schedule. The salary of each employee covered by the regular salary schedule is set forth in Schedule A which is attached hereto and made a part of this Agreement.
- B. Pay Period. Each employee shall be paid in twelve (12) equal installments on the 20th day of each month. Employees shall receive their checks at their regular building and on regular school days with the following exceptions:
 - 1. When a pay date falls on a holiday or weekend, employees shall receive their paychecks on the last previous working day.
 - 2. Summer checks will be mailed to the teacher's designated address.
 - 3. All new employees shall receive payment by direct deposit to a bank of their choice.

ARTICLE V
PRINTING OF THE AGREEMENT

The Master Contract will be posted on the District's website.

ARTICLE VI
FINALITY AND EFFECT OF AGREEMENT

- A. This Agreement constitutes the entire agreement between the parties, and concludes collective bargaining for its term.
- B. Past practice shall not constitute part of this Agreement and any subsequent or supplementary agreement must be reduced to writing and executed by both parties to be effective.
- C. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject as provided in Section 9 of the Iowa Public Employment Relations Act designed under said section as negotiable for collective bargaining purposes, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement.

THEREFORE, THE SCHOOL DISTRICT AND THE ASSOCIATION, for the life of this Agreement, each voluntarily and unqualifiedly waive any right which might otherwise exist under law to negotiate over any matter during the term of the Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

By mutual agreement, this contract may be amended or modified and such amendments or modification shall become part of this Agreement when signed and ratified by both parties and attached to this contract.

ARTICLE VII
DURATION

This Agreement shall be effective the 1st day of July, 2018, and shall continue in force and effect until midnight the 30th day of June, 2021. During the term of this agreement, all articles shall remain current contract, except for the following: The parties agree that Base Wages and Supplemental Contracts shall be open to negotiation for the 2020-2021 Master Contract and all the following contract years.

This Agreement signed the _____ day of _____, 2018.

SAYDEL COMMUNITY SCHOOL DISTRICT

By: _____
President, Board of Directors

By: _____
Chief Negotiator

SAYDEL EDUCATION ASSOCIATION

By: _____
President

By: _____
Chief Negotiator

SCHEDULE A for 2018-2019
SAYDEL COMMUNITY SCHOOL DISTRICT

Salary Schedule

The pay schedule shall take effect on the first day of work year after August 15, 2018, and shall be effective until midnight August 14, 2019. Deferred payments to employees for work done prior to the first day of the work year shall be based on the salary schedule in effect when the work was performed.

2018-2019 SALARY SCHEDULE

Step	RN	BA/BSN	BA+10	BA+20	MA	MA+10	MA+20	MA+30	Eds
1	\$29,820	\$40,539	\$41,539	\$42,539	\$43,939	\$45,139	\$46,339	\$47,539	\$48,739

The 2019-2020 base wages will increase a minimum of 1.6%. If the District's new money is greater than \$0, an additional 0.1% will be added for every \$50,000 increment above \$0. Not to exceed 2.0%.

In the above salary schedule, Teacher Salary Supplement (TSS) is calculated at 97% of the current year TSS allocation plus any remaining balance from the prior year's unspent TSS allocations.

New employees coming into the Saydel Community School District may be granted full credit for professional experience at the sole discretion of the board.

Employees not having the ability to advance vertically for the school year in RN, BSN, BA+20, MA, MA+10, MA+20, MA+30 and EdS due to step limitations within the lane will receive an additional \$325 per year.

**SCHEDULE A for 2019-2020
SAYDEL COMMUNITY SCHOOL DISTRICT**

Salary Schedule

The pay schedule shall take effect on the first day of work year after August 15, 2019, and shall be effective until midnight August 14, 2020. Deferred payments to employees for work done prior to the first day of the work year shall be based on the salary schedule in effect when the work was performed.

2019-2020 SALARY SCHEDULE

Step	RN	BA/BSN	BA+10	BA+20	MA	MA+10	MA+20	MA+30	Eds
1	\$30,483	\$41,250	\$42,250	\$43,250	\$44,650	\$45,850	\$47,050	\$48,250	\$49,450

In the above salary schedule, Teacher Salary Supplement (TSS) is calculated at 97% of the current year TSS allocation plus any remaining balance from the prior year's unspent TSS allocations.

New employees coming into the Saydel Community School District may be granted full credit for professional experience at the sole discretion of the board.

Employees not having the ability to advance vertically for the school year in RN, BSN, BA+20, MA, MA+10, MA+20, MA+30 and EdS due to step limitations within the lane will receive an additional \$325 per year.

**SCHEDULE A for 2020-2021
SAYDEL COMMUNITY SCHOOL DISTRICT**

Salary Schedule

The pay schedule shall take effect on the first day of work year after August 15, 2020, and shall be effective until midnight August 14, 2021. Deferred payments to employees for work done prior to the first day of the work year shall be based on the salary schedule in effect when the work was performed.

2020-2021 SALARY SCHEDULE

Step	RN	BA/BSN	BA+10	BA+20	MA	MA+10	MA+20	MA+30	Eds
1	\$30,850	\$41,570	\$42,495	\$43,390	\$44,740	\$45,890	\$47,070	\$48,220	\$49,420

In the above salary schedule, Teacher Salary Supplement (TSS) is calculated at 97% of the current year TSS allocation plus any remaining balance from the prior year's unspent TSS allocations.

New employees coming into the Saydel Community School District may be granted full credit for professional experience at the sole discretion of the board.

Employees not having the ability to advance vertically for the school year in RN, BSN, BA+20, MA, MA+10, MA+20, MA+30 and EdS due to step limitations within the lane will receive an additional \$335 per year.

SCHEDULE A-1
DISTRIBUTION OF TEACHER SALARY SUPPLEMENT FUNDS

Any Teacher Salary Supplement (TSS) funds received by the District pursuant to Code of Iowa, Section 284.3A and 257.10 shall be combined with regular wages to create a combined salary schedule and will be distributed to all certified teachers employed under a contract issued pursuant to Code of Iowa 279.13. Current distribution procedures in the District are as follows:

1. Minimum salaries for the first-year beginning teachers, second-year beginning teachers and Career I teachers will be met according to the salary provisions of the law.
2. Such an amount as is necessary shall be withheld from the TSS appropriation to make the necessary employer contributions to FICA and IPERS.
3. Any remaining funds from the District's appropriation will be distributed to all other teachers using a flat rate formula.
4. A teacher shall receive the amount needed for the minimum salary level or the amount from the flat rate formula whichever is higher.
5. Calculation of this supplement will be made as soon as practical when staffing is completed for the current school year and when the amount of teacher compensation money is released by the state. Funds will be distributed as regular salary on a monthly basis.

Distributions of Teacher Compensation funds will cease subsequent to the program's demise as mandated by the state. A reduction in the TSS per pupil amount shall also be subject to negotiations under 20.9.

**SCHEDULE B for 2018-2019 and 2019-2020
SAYDEL COMMUNITY SCHOOL DISTRICT
Supplemental Contracts Salary Schedule***

Extra Curricular:

National Honor Society	1.5%	Debate Advisor	5%
Variety Night / DECA Sponsor	1.5%	Speech Coach	5%
MS Jazz Band	2%	MS Instrumental Music	5%
MS Show Choir	2%	MS Vocal Music	5%
HS Mock Trial	3%	Percussion Advisor	5%
MS Mock Trial	3%	Student Government Advisor	6%
HS Annual Advisor	3%	Fall Head Cheerleader Advisor	8%
MS Annual Advisor	3%	Winter Head Cheerleader Advisor	8%
MS Drama Sponsor	4%	Dean of Students	10%
Fall Asst. Cheerleader Advisor	4%	HS Drama	12%
Winter Asst. Cheerleader Advisor	4%	HS Vocal Music	16%
Color Guard Advisor	5%	HS Instrumental Music	16%
Club Sponsor	\$500 stipend		
Auditorium Tech	\$23 / hour during event		

Coaches:

Head Football	16%	HS Asst. Football	11%
Head Volleyball	16%	HS Asst. Volleyball	11%
Head Boys Basketball	16%	HS Asst. Basketball	11%
Head Girls Basketball	16%		
Head Boys Track	16%	HS Asst. Track	11%
Head Girls Track	16%		
Head Baseball	16%	HS Asst. Baseball	11%
Head Softball	16%	HS Asst. Softball	11%
Head Cross Country	13%	HS Asst. Cross Country	11%
Head Golf	13%	HS Asst. Golf	11%
Head Tennis	13%	HS Asst. Tennis	11%
9 th Grade Asst. Baseball	11%	9 th Grade Asst. Softball	11%
Strength and Conditioning	8%		
MS Football	8%	MS Asst. Football	8%
MS Volleyball	8%	MS Asst. Volleyball	8%
MS Boys Basketball	8%	MS Asst. Basketball	8%
MS Girls Basketball	8%		
MS Wrestling	8%	MS Asst. Wrestling	8%
MS Boys Track	8%	MS Asst. Track	8%
MS Girls Track	8%		
MS Baseball	8%	MS Asst. Baseball	8%
MS Softball	8%	MS Asst. Softball	8%

* Schedule B salaries are generated using a Generator Base of \$34,914 for 2018-2019 and \$35,577 for 2019-2020

SCHEDULE B for 2020-2021
SAYDEL COMMUNITY SCHOOL DISTRICT
Supplemental Contracts Salary Schedule*

Extra Curricular:

National Honor Society	1.5%	Debate Advisor	5%
Variety Night / DECA Sponsor	1.5%	Speech Coach	5%
MS Jazz Band	2%	MS Instrumental Music	5%
MS Show Choir	2%	MS Vocal Music	5%
HS Mock Trial	5%	Percussion Advisor	5%
MS Mock Trial	5%	Student Government Advisor	6%
HS Annual Advisor	3%	Fall Head Cheerleader Advisor	8%
MS Annual Advisor	3%	Winter Head Cheerleader Advisor	8%
MS Drama Sponsor	4%	Dean of Students	10%
Fall Asst. Cheerleader Advisor	4%	HS Drama	12%
Winter Asst. Cheerleader Advisor	4%	HS Vocal Music	16%
Color Guard Advisor	8%	HS Instrumental Music	16%
Club Sponsor	\$500 stipend	Auditorium Tech	12%

Coaches:

Head Football	18%	HS Asst. Football	13%
Head Volleyball	18%	HS Asst. Volleyball	13%
Head Boys Basketball	18%	HS Asst. Basketball	13%
Head Girls Basketball	18%		
Head Boys Track	18%	HS Asst. Track	13%
Head Girls Track	18%		
Head Baseball	18%	HS Asst. Baseball	13%
Head Softball	18%	HS Asst. Softball	13%
Head Cross Country	15%	HS Asst. Cross Country	13%
Head Golf	15%	HS Asst. Golf	13%
Head Tennis	15%	HS Asst. Tennis	13%
Strength and Conditioning	8%		
MS Football	8%	MS Asst. Football	8%
MS Volleyball	8%	MS Asst. Volleyball	8%
MS Boys Basketball	8%	MS Asst. Basketball	8%
MS Girls Basketball	8%		
MS Wrestling	8%	MS Asst. Wrestling	8%
MS Boys Track	8%	MS Asst. Track	8%
MS Girls Track	8%		
MS Baseball	8%	MS Asst. Baseball	8%
MS Softball	8%	MS Asst. Softball	8%

* Schedule B salaries are generated using a Generator Base of \$36,200 for 2020-2021