

MASTER CONTRACT

COLUMBUS COMMUNITY SCHOOL DISTRICT

AND THE

COLUMBUS EDUCATION ASSOCIATION

2016-2017

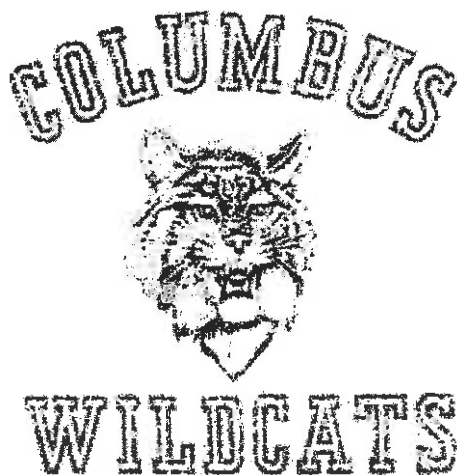


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1 **ARTICLE I: RECOGNITION**

2
3 Unit

4 The Board hereby recognizes the Columbus Education Association affiliate of the Iowa State
5 Education Association and the National Education Association as the certified exclusive and sole
6 bargaining representative for all personnel as set forth in the PERB certification instrument (Case
7 235) issued by the PERB on the 8th day of September 1975.

8
9 Definitions

10 The term "Board", as used in this Agreement, shall mean the Board of Education of the Columbus
11 Community School District or its duly authorized representatives.

12
13 The term "Employee", as used in this Agreement, shall mean all professional employees represented by
14 this Association in the bargaining as defined and certified by the Public Employment Relations Board.

15
16 The term "Association", as used in this Agreement, shall mean the Columbus Education Association or its
17 duly authorized representatives or agents.

18
19 **ARTICLE II: ACCESS TO INFORMATION**

20
21 The Board and the Administration will grant requests for readily and pertinent information which is
22 relevant to negotiations and/or the processing of grievances.

23
24 **ARTICLE III: MANAGEMENT RIGHTS**

25
26 It is expressly understood and agreed that all functions, rights, powers, or authority of the administration
27 of the school district and the Board of Directors, as set forth and established by constitutional provisions,
28 ordinance, charter, or special act, which are not specifically limited by express language of this Agreement,
29 are retained by the Board.

30
31 **ARTICLE IV: ASSOCIATION RIGHTS**

32
33 The Association shall have the right to hold a reasonable number of meetings on school district property
34 after regular school hours provided such meetings in no way interfere with any aspect of the instructional
35 program. Any out-of-pocket expenses to the district resulting from such meetings will be borne by the
36 Association. As appropriate, such meetings will be scheduled with the district office or local school.

37
38 The Association shall have the right to use faculty mailboxes, school telephone and e-mail at no cost to
39 the school, for the reasonable volume of appropriate announcements relating to the conduct of the
40 negotiating agent's business on behalf of the members of the negotiating unit.

41
42 The Association shall be provided with bulletin board space in each school. Only authorized
43 representatives of the Association will use bulletin board space for Association announcements and all
44 materials posted will relate only to the Association's official business.

Members of the Association may take up to seven (7) days per year (cumulative) in Association leave to attend conferences, conventions of the Iowa State Education Association, National Education Association, and other activities of the Association without loss of pay.

ARTICLE V: GRIEVANCE PROCEDURE

Definition

A grievance is a claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this agreement.

A formal written grievance must be filed with the principal within twenty (20) contract days from the time of the occurrence of the event being grieved

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.

It is agreed that any investigation, or other handling or processing of any grievance by the grieving employee, shall be conducted after school hours so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff, unless mutually agreed upon by the grieving employee and the Superintendent or designee.

Procedure Steps:

First Step - An attempt shall be made to resolve any grievance in informal verbal discussion between complainant and his or her principal.

Second step - If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal written grievance at the second step must be within twenty (20) contract days from the date of occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee and the Superintendent within ten (10) contract days after receipt of the grievance.

Third Step - In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) contract days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) contract days after such written grievance is filed, the aggrieved and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) contract days of the third step grievance meeting and communicate it in writing to the employee and the principal.

Fourth Step - If the grievance is not resolved satisfactorily at step three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within twenty (20) contract days from receipt of the step three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) contract days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) contract days,

1 the Iowa Public Employment Relations Board will be requested to provide a panel of five (5) arbitrators.
2 Each of the two parties will alternately strike one name at a time from the panel until only one shall
3 remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be final and binding
4 on the parties.

5
6 Expenses for the arbitrator's services shall be borne equally by the School District and the Association.

7
8 The arbitrator, in his/her opinion, shall not mend, modify, nullify, ignore, or add to the provisions of the
9 Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to
10 him/her in writing by the School District and the Association, and his/her decision must be based solely
11 and only upon his/her interpretation of the meaning or application of the express relevant language of
12 the Agreement.

13 14 **ARTICLE VI: EMPLOYEE WORK YEAR, HOURS AND HOLIDAYS**

15
16 In addition to the State required days of instruction, there shall be five (5) work or in-service days.

17
18 The arrival and departure times for all employees shall be thirty (30) minutes before and twenty-five (25)
19 minutes after the pupil's day not to exceed 8:00 AM to 3:45 PM. Faculty meetings, in-service or scheduled
20 duties may require a reasonable amount of extra time.

21
22 Teachers with co-curricular and extra duty roster responsibilities, with building principal's permission, may
23 leave their building prior to the end of the teacher's contract day.

24
25 Teachers with building principal's permission may attend Columbus Community activities prior to the end
26 of the teacher's contract day.

27
28 On days preceding holiday breaks, the employee day shall end at the close of the students' day, if all
29 responsibilities have been fulfilled.

30
31 The staff will be surveyed to help determine the holidays and vacations on which school will be closed.

32
33 Each staff member shall have at least a daily 30-minute duty-free lunch.

34
35 In addition to a duty-free lunch time and to any time free from assigned duties before and after the pupil's
36 day, classroom employees shall have at least 200 minutes of duty-free preparation time each week.

37
38 During the teacher's lunch period, upon notification of the building principal or his designee, the teacher
39 is permitted to leave the building.

40
41 If a classroom teacher substitutes during his/her prep time, the teacher will receive compensation for that
42 time beyond regular pay. The school day will be divided into eight (8) segments. The compensation will
43 be in segments of 1/8 of that year's base pay per diem.

1 **ARTICLE VII: DUES DEDUCTION**

2
3 The Association agrees to indemnify and hold harmless the Board, each individual board member, and all
4 administrators and secretaries against any and all claims, costs, suits, or other forms of liability and all
5 costs arising out of the application of the provisions in the agreement between the parties for dues
6 deduction.

7
8 Any employee who is a member of the Association may sign and deliver to the Board an assignment
9 authorizing payroll deduction of professional dues on a form provided by the Association.

10
11 The deductions for each assignment shall be in equal amounts with one deduction per paycheck.
12 Assignment for payroll deductions shall be made to the Board Secretary in ample time prior to the first
13 paycheck. It is the responsibility of the Association to inform its members of the dues deduction system
14 in use.

15
16 An employee may terminate the dues deduction at any time by giving thirty (30) days written notice to
17 the employer. A revocation of authorization to deduct dues shall be filed in writing at the Board
18 Secretary's office and with the Association.

19
20 Ample time must be provided for the Board Secretary to compute and process the dues deduction. The
21 total amount of monthly dues deduction shall be paid to the Association treasurer.

22
23 **ARTICLE VIII: VARIOUS LEAVES**

24
25 Sick Leave

26 A full-time teacher shall be entitled to sick leave, granted in minimum units of one-half (1/2) day, in the
27 following graduated scale:

28

29 1st year of employment	12 days
30 2nd year of employment	13 days
31 3rd year of employment	14 days
32 Beyond 3 years of employment	15 days

33

34 The above amount applies only to consecutive years of employment in the district and unused portions
35 may be accumulated only to a maximum total of one hundred twenty (120) days. Nine (9) of those sick
36 leave days may be used for the illness of a spouse, child, parent, parent-in-law, son-in-law, daughter-in-
37 law, grandparents, grandchildren, grandparent-in-law, brother, sister, brother-in-law, sister-in-law, or
38 dependents living in the employee's home.

39
40 If an employee leaves the employment of Columbus Schools, and later returns as an employee of the
41 district, accumulated sick leave of the first employment shall not be transferred to the second
42 employment, unless the employee has been granted a leave of absence or has been subject to staff
43 reduction.

44
45 Sick leave shall be paid where doctor appointment or illness or injury results in an inability to work,
46 to the extent of the unused, accumulated sick leave of the employee. The Superintendent or his/her
47 designee may require such proof as he/she deems best.

Employees of the district are entitled to unpaid family and medical leaves to the same extent and subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993.

Bereavement Leave

Five (5) school days of bereavement leave will be allowed for the funeral of the following relatives of the employee (not cumulative):

Husband or wife

Child

Parent

Other relative living in same house as employee

Parental-in-law, son-in-law daughter-in-law

Niece or nephew

Grandparents, grandchildren, grandparent-in-law

Brother, sister, brother-in-law, sister-in-law

Other relatives standing in loco parentis, provided the leave is approved by the Superintendent

Aunt or Uncle

Personal Leave

A full-time employee shall be granted three (3) days of personal leave yearly. Employees will have one (1) unused personal leave day automatically rolled over to the following year. This accumulation cannot exceed four (4) personal leave days in anyone year. Any personal days remaining beyond one (1) will be purchased back by the district at rate of \$50 per day (full days only).

Miscellaneous Leave

Employees may be granted other leaves of absence for good reason with pay or without pay upon making a written request to the Superintendent.

Jury Duty

Any employee called for jury duty during school hours may be released with pay. However, any payment received for jury duty, other than reimbursed mileage, shall be paid to the district.

Absence Not Covered By Leave

One per diem shall be deducted for any day of absence not covered by leave.

Maternity Leave

Pregnancy related disability or adoption of a child is entitled to sick leave in the same manner and to the same extent as any other disability.

A leave of absence beyond the time of medical confinement for pregnancy and childbirth may be granted without salary or sick leave benefits for a period not to exceed one year.

ARTICLE IX: EMPLOYEE EVALUATION

The evaluation process of certified staff involves placing staff members in one of three different tiers. Each tier has a specific purpose and reason. Within four (4) weeks of the beginning of each school year, teachers shall be notified by a member of the administrative staff of their tier placement. Specifics of the process

and the forms used in the process are located in the Staff Handbook, on the district's web site, and with the Association and Administration.

The tiers are:

Tier 1 - For those teachers who have not yet achieved their standard license (license beyond the initial license). This tier normally last for two years (with a possible third year), after which the teacher moves to Tier 2 upon demonstration of all the Iowa Teaching Standards and Criteria.

Tier 2 - For those teachers who have their standard license and have shown competences in the Iowa Teaching Standards and Criteria. Career Development Plans with goals based on identified building goals are the focus over a three-year cycle with a formal observation occurring in the second year of the cycle. This tier has an awareness phase for those teachers who are in possible jeopardy of being placed in Tier 3.

Tier 3 - For those identified Tier 2 teachers who do not show competency in one or more of the Iowa Teaching Standards and Criteria. This tier is the intensive assistance phase.

All formal evaluations, having been preceded by a pre-conference, shall be conducted openly and with the full knowledge of the teacher. Teachers will also be informally evaluated inside and outside the classroom setting.

ARTICLE X: FACTORS OF EMPLOYMENT

Reduction

The Board will examine seniority, (to be computed from the date the District Administrative Office receives the signed initial contract) certification, qualifications, evaluations, curriculum, and other pertinent information such as extra duty assignments in making its decision. Employees who are reduced in force will be notified in writing by the Board through its official agent of the Superintendent or designated administrator, by April 30.

Certified full or part-time staff, whose salary is federally funded or funded by a special grant, will have their job security dependent upon the continued funding of the federal funds or special grant.

An employee laid off because of staff reduction shall have recall rights for two (2) years. The Board will examine seniority, (to be computed from the date the District Administrative Office receives the signed initial contract) certification, qualifications, evaluations, curriculum and other pertinent information such as extra duty assignments when making the decision of possible re-employment.

Voluntary Transfers

Employees who desire to change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the employee desires to be transferred, in order of preference.

Such requests for transfers and reassignments for the following year shall be submitted not later than April 1, or November 1 for the second semester, and shall be given due consideration.

1 No application from outside the system shall be solicited until applications from current employees have
2 been processed and the employee notified in writing of the disposition of the application.

3
4 Involuntary Transfers

5 An involuntary transfer or reassignment shall be made only after a meeting between the employee,
6 building principal and the Superintendent. Written reasons for the transfer or reassignment shall be given
7 to the employee before or at this meeting.

8
9 **ARTICLE XI: SALARY SCHEDULE**

10
11 The following scale (Schedule A) is adopted for the Columbus Community School District for the 2016-
12 2017 school year. Steps indicate years of teaching service. Starting with the 2002-2003 school year, those
13 persons who are on the bottom step of their respective lane or are receiving a career increment during
14 the 2001-2002 school year, will move to the next step for 2002-2003 and continue to do so in succeeding
15 years.

16
17 When a horizontal move is made, the salary will move straight across and down one step only if available.

18
19 The Board of Education has the right to declare a moratorium on the salary of any teacher and to pay
20 above the schedule for any teacher in short supply, if deemed necessary.

21
22 Moving Across the Salary Schedule

23 Any certified staff member who desires course work from an accredited college or university to apply
24 toward an educational lane change on the salary schedule must file a written notification form with the
25 superintendent for approval prior to taking the class. Only graduate courses from recognized colleges or
26 universities, and in the field in which the employee is currently teaching, will be approved by the
27 Superintendent. The Superintendent may grant prior approval to special cases.

28
29 Following completion of a graduate level course, the employee must submit an official grade reporting
30 notice from the college or university to the personnel director at the Superintendent's Office. The
31 employee will receive an update on credit status each time the employee submits a new transcript or
32 proof of completion indicating that the credit has been earned and received. When an employee wishes
33 to move from one educational lane to another, an official transcript/transcripts of all classes taken that
34 qualify for the lane change is required. To move to the Master's lane, the submitted transcript must have
35 the degree conferred and posted on the transcript.

36
37 Teachers who anticipate advancement on the salary schedule for the following year must file the
38 "Advancement of the Salary Schedule" form by March 31 of the year preceding the anticipated move. All
39 verification of course work must be received by September 10 of the same calendar year. Temporary
40 advancement will occur based upon grade reports received by September 10. Advancement is not
41 permanent until an official transcript is received.

42
43 Official transcripts must be provided by October 10 of the same calendar year.

Other Information

If a secondary teacher is needed to teach an overload class that eliminates the teacher's preparation time (teaching more than seven (7) periods per day under an eight (8) period system), the teacher will be compensated 12.5% of the current base per semester for that year.

Credit will be given for up to eight (8) years of previous teaching experience if within the last ten (10) years, providing it is the type and field that would be approved by the administration.

Nurses who have obtained a BSN shall be placed on Salary Schedule A. Nurses hired to the district who have earned the status of Registered Nurse (RN.) shall be placed on Salary Schedule B.

Sick Day Leave Buy Back

Available to certified staff who have completed at least fifteen (15) years of continuous service to the Columbus Community School District and who are leaving the district

A. Fifteen (15) to nineteen (19) years in district: Buy back rate of 25% of current substitute rate based on the number of unused sick leave days accumulated up to 120 days. B. Twenty (20) years or more in district: Buy back rate of 50% of current substitute rate based on the number of unused sick leave days accumulated up to 120 days.

The sick day leave buy back option will not be available to any employee who is discharged for cause.

ARTICLE XII: INSURANCE

The District agrees to provide full-time employees insurance protection. Health payments of 80%/20% are extended to employees as outlined in the "Group Plan - Columbus Community Schools". Deductibles are \$750/\$1,500 for all employees. Employees are also entitled to a drug card set at \$10/\$30. An Rx deductible of \$50 single/\$100 family applies to purchase of brand name prescriptions. Reference the insurance policy for details.

Employees will make the following contribution to their monthly insurance costs:

Single plan - \$5.00 (regardless of when hired)

Two-person plan - \$50.00

Family plan - \$100.00

All employees hired for the 2002-2003 school year, and those hired thereafter shall receive "up to \$600.00 per month" toward monthly premium (capped).

All employees shall be covered by a \$30,000 life insurance policy. Employees may purchase additional life insurance, if allowed by the carrier.

Each employee shall be covered by Workmen's Compensation, paid for by the District. The amounts payable under sick leave shall be reduced by amounts payable under Workmen's Compensation.

All employees shall be covered by a school financed liability insurance covering job-related performance of duties.

Dental coverage for the individual employee as outlined in Group Plan I. Disability insurance for the individual employee is set at a rate of 66-2/3%.

\$35.00 shall be paid towards the cost of a physical, to the employee's doctor, in the year said employee is required to obtain a physical by the District.

The District will provide a Flexible Benefit Plan subject to IRS regulations and plan documents.

ARTICLE XIII: COMPLIANCE CLAUSES AND DURATION

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. Upon such declaration the Board and the Association shall enter into negotiations to replace said article, section, or clause. The remaining articles, sections, and clauses shall remain in full force and effect

A copy of this Agreement will be posted on the District's website.

Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by certified letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, to the Board at Columbus Community Schools, 1208 Colton Street, Columbus Junction, IA 52738.

2. If by the Board, to Association at CEA. Columbus Community Schools, 1208 Colton Street, Columbus Junction, IA 52738.

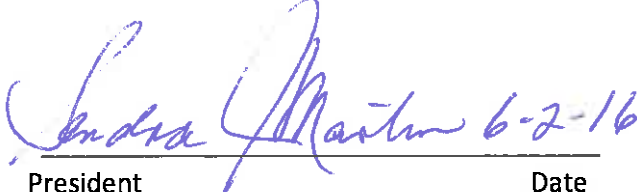
This Agreement shall be effective as of July 1, 2016, and shall continue in effect until June 30, 2017.

In witness whereof the parties heretofore have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 1st day of June, 2016.

COLUMBUS EDUCATION ASSOCIATION

COLUMBUS COMMUNITY SCHOOL DISTRICT


President Date


President Date


Chief Negotiator Date


Chief Negotiator Date

Schedule A – Certified Staff – Base = \$29,594

Step	BA	BA+15	MA	MA+15
	33,508	36,859	40,210	43,560
1	1	1.1	1.2	1.3
	34,848	38,199	41,550	44,901
2	1.04	1.14	1.24	1.34
	36,189	39,539	42,890	46,241
3	1.08	1.18	1.28	1.38
	37,529	40,880	44,231	47,581
4	1.12	1.22	1.32	1.42
	38,869	42,220	45,571	48,922
5	1.16	1.26	1.36	1.46
	40,210	43,560	46,911	50,262
6	1.2	1.3	1.4	1.5
	41,550	44,901	48,252	51,602
7	1.24	1.34	1.44	1.54
	42,890	46,241	49,592	52,943
8	1.28	1.38	1.48	1.58
	44,231	47,581	50,932	54,283
9	1.32	1.42	1.52	1.62
	45,571	48,922	52,272	55,623
10	1.36	1.46	1.56	1.66
	46,911	50,262	53,613	56,964
11	1.4	1.5	1.6	1.7
	47,246	51,602	54,953	58,304
12	1.41	1.54	1.64	1.74
	47,581	52,943	56,293	59,644
13	1.42	1.58	1.68	1.78
	47,916	54,283	57,634	60,985
14	1.43	1.62	1.72	1.82
	48,252	54,618	58,974	62,325
15	1.44	1.63	1.76	1.86
	48,587	54,953	60,314	63,665
16	1.45	1.64	1.8	1.9
	48,922	55,288	61,655	65,006
17	1.46	1.65	1.84	1.94
	49,257	55,623	61,990	66,346
18	1.47	1.66	1.85	1.98
	49,592	55,958	62,325	66,681
19	1.48	1.67	1.86	1.99
	49,927	56,293	62,660	67,016
20	1.49	1.68	1.87	2
	50,262	56,629	62,995	67,351
21	1.5	1.69	1.88	2.01
	50,597	56,964	63,330	67,686
22	1.51	1.7	1.89	2.02
	50,932	57,299	63,665	68,021
23	1.52	1.71	1.9	2.03
	51,267	57,634	64,000	68,356
24	1.53	1.72	1.91	2.04
	51,602	57,969	64,335	68,691
25	1.54	1.73	1.92	2.05
	51,937	58,304	64,670	69,026
26	1.55	1.74	1.93	2.06
	52,272	58,639	65,006	69,362
27	1.56	1.75	1.94	2.07
	52,608	58,974	65,341	69,697
28	1.57	1.76	1.95	2.08
	52,943	59,309	65,676	70,032
29	1.58	1.77	1.96	2.09
	53,278	59,644	66,011	70,367
30	1.59	1.78	1.97	2.1
	53,613	59,979	66,346	70,702
31	1.6	1.79	1.98	2.11
	53,948	60,314	66,681	71,037
32	1.61	1.8	1.99	2.12
	54,283	60,649	67,016	71,372
33	1.62	1.81	2	2.13
	54,618	60,985	67,351	71,707
34	1.63	1.82	2.01	2.14
	54,953	61,320	67,686	72,042
35	1.64	1.83	2.02	2.15

Schedule B – Nurse – Base = \$29,594

Step 1	26,635
	0.9
Step 2	27,818
	0.94
Step 3	29,002
	0.98
Step 4	30,186
	1.02
Step 5	31,370
	1.06
Step 6	32,553
	1.1
Step 7	33,737
	1.14
Step 8	34,921
	1.18
Step 9	36,105
	1.22
Step 10	36,401
	1.23
Step 11	36,697
	1.24
Step 12	36,993
	1.25
Step 13	37,288
	1.26
Step 14	37,584
	1.27
Step 15	37,880
	1.28
Step 16	38,176
	1.29
Step 17	38,472
	1.3
Step 18	38,768
	1.31
Step 19	39,064
	1.32
Step 20	39,360
	1.33
Step 21	39,656
	1.34
Step 22	39,952
	1.35
Step 23	40,248
	1.36
Step 24	40,544
	1.37
Step 25	40,840
	1.38
Step 26	41,136
	1.39
Step 27	41,432
	1.4
Step 28	41,728
	1.41
Step 29	42,023
	1.42
Step 30	42,319
	1.43
Step 31	42,615
	1.44
Step 32	42,911
	1.45
Step 33	43,207
	1.46
Step 34	43,503
	1.47
Step 35	43,799
	1.48

Schedule C – Co-Curricular – Base \$29,594

<u>Coaching</u>	<u>% of Base</u>	<u>Amount</u>	<u>Sponsor/Coordinator</u>	<u>% of Base</u>	<u>Amount</u>
Baseball 7th Grade	6.00%	\$1,776	Adult Home Ec	2.00%	\$592
Baseball 8th Grade	8.00%	\$2,368	Art Activity Elem	2.50%	\$740
Baseball Asst	10.00%	\$2,959	Art Activity HS	2.50%	\$740
Baseball Head	14.00%	\$4,143	Art Activity JH	2.50%	\$740
Basketball Boys 7th Grade	6.00%	\$1,776	Athletic Trainer	5.00%	\$1,480
Basketball Boys 8th Grade	6.00%	\$1,776	Band HS	11.00%	\$3,255
Basketball Boys Asst	10.00%	\$2,959	Band JH	3.25%	\$962
Basketball Boys Head	14.00%	\$4,143	Band Marching Asst	5.00%	\$1,480
Basketball Girls 7th Grade	6.00%	\$1,776	Band Pep	3.25%	\$962
Basketball Girls 8th Grade	6.00%	\$1,776	Bowling Boys & Girls	1.25%	\$370
Basketball Girls Asst	10.00%	\$2,959	BPA	3.00%	\$888
Basketball Girls Head	14.00%	\$4,143	Cheerleading Basketball FS	1.50%	\$444
Cross Country Boys & Girls	14.00%	\$4,143	Cheerleading Basketball Varsity	4.00%	\$1,184
Cross Country Asst	10.00%	\$2,959	Cheerleading Football FS	1.50%	\$444
Cross Country JH	6.00%	\$1,776	Cheerleading Football Varsity	2.50%	\$740
Football 7th Grade	6.00%	\$1,776	Cheerleading Basketball JH	1.25%	\$370
Football 8th Grade	6.00%	\$1,776	Cheerleading Football JH	1.25%	\$370
Football Asst	10.00%	\$2,959	Cheerleading Wrestling JH	1.25%	\$370
Football Head	14.00%	\$4,143	Cheerleading Wrestling HS	4.00%	\$1,184
Golf Boys	10.00%	\$2,959	Choreographer	4.00%	\$1,184
Golf Girls	10.00%	\$2,959	Close Up	0.75%	\$222
Soccer Boys Head	14.00%	\$4,143	Communications	2.50%	\$740
Soccer Girls Head	14.00%	\$4,143	Music	8.00%	\$2,368
Soccer Girls Assistant	10.00%	\$2,959	Danceteam	2.00%	\$592
Softball 7th Grade	6.00%	\$1,776	Drama	5.00%	\$1,480
Softball 8th Grade	8.00%	\$2,368	FCCLA	3.00%	\$888
Softball Asst	10.00%	\$2,959	FFA	3.00%	\$888
Softball Head	14.00%	\$4,143	Homecoming	1.10%	\$326
Track Boys 7th Grade	6.00%	\$1,776	National Honor Society	1.65%	\$488
Track Boys 8th Grade	6.00%	\$1,776	Newspaper	3.25%	\$962
Track Boys Asst	10.00%	\$2,959	Prom	3.00%	\$888
Track Boys Head	14.00%	\$4,143	Quiz Bowl HS	1.25%	\$370
Track Girls 7th Grade	6.00%	\$1,776	Rhythm Club	5.00%	\$1,480
Track Girls 8th Grade	6.00%	\$1,776	Science & Math Club	2.75%	\$814
Track Girls Asst	10.00%	\$2,959	Speech Asst	5.00%	\$1,480
Track Girls Head	14.00%	\$4,143	Speech/Debate	5.00%	\$1,480
Volleyball 7th Grade	6.00%	\$1,776	Sponsor Freshman Class	1.50%	\$444
Volleyball 8th Grade	6.00%	\$1,776	Sponsor JH	0.30%	\$89
Volleyball Asst	10.00%	\$2,959	Sponsor Junior Class	1.50%	\$444
Volleyball Head	14.00%	\$4,143	Sponsor Senior Class	2.00%	\$592
Wrestling 7th & 8th Grade	8.00%	\$2,368	Sponsor Sophomore Class	2.00%	\$592
Wrestling Asst	10.00%	\$2,959	Student Council HS	1.65%	\$488
Wrestling Head	14.00%	\$4,143	Student Council JH	0.75%	\$222
			Vocal HS	11.00%	\$3,255
			Vocal JH	3.25%	\$962
			Yearbook	8.00%	\$2,368
base of:		\$29,594			

***All teachers will work a minimum of one (1) event, but will not be required to work more than one (1) event Teachers working one (1) event will receive an individual activity pass. Teachers choosing not to receive a family activity pass will be compensated at the rate of \$40 per event after the initial one (1) event or after three (3) events if choosing a family activity pass. The initial one (1) to three (3) events worked will be self-selected as long as the individual is qualified to work the event. Certified staff shall have the first choice of an unlimited number of events before non-certified staff, up to a week before the first home event.


Teacher Salary Supplement Sidebar Agreement

The Teacher Salary Supplement (TSS) will be indexed beginning the 2010-2011 school year. TSS payments will now be paid over twelve (12) months.


Five percent (5%) of the TSS Aid and Levy amount will be held at the district level to ensure sufficient funding for possible changes in staff from year to year. The district share of payroll taxes will also be deducted before indexing.


The August 2017 payroll will need to be finished in order to figure any additional TSS amount to be paid. Any additional TSS amount will then be indexed and distributed in the August 2017 paycheck.


CEA President



Date



CEA Chief Negotiator


Date


School Board President


Date


District Negotiator


Date

Peer Review and Collaboration Time Sidebar Agreement

The Teacher Quality Committee will review, develop and implement all appropriate peer review and/or collaboration time processes.

Deborah J. Paulson
CEA President

6/1/16
Date

Gom M. M. M. M.
CEA Chief Negotiator

6/1/16
Date

Sandra J. Martin
School Board President

6-2-16
Date

David M.
District Negotiator

6/1/16
Date

**TENTATIVE AGREEMENT BETWEEN
COLUMBUS COMMUNITY SCHOOL DISTRICT
AND COLUMBUS EDUCATION ASSOCIATION
MAY 2, 2016**

Current contract except for the following:

ARTICLE VIII VARIOUS LEAVES

~~Seven (7)~~ **Nine (9)** of those sick leave days may be used for the illness of a spouse, child, parent, parent-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, grandparent-in-law, brother, sister, brother-in-law, sister-in-law, or dependents living in the employee's home.

ARTICLE XI SALARY SCHEDULE

Step movement and \$175 to the base (new base \$29,594) for the 2016-17 contract. Total package 2.47% \$112,594

ARTICLE XII INSURANCE – (District will move employees from Group Plan I \$750 deductible to Group Plan I \$1,000 deductible). *THC*

ARTICLE XIII COMPLIANCE CLAUSES AND DURATION

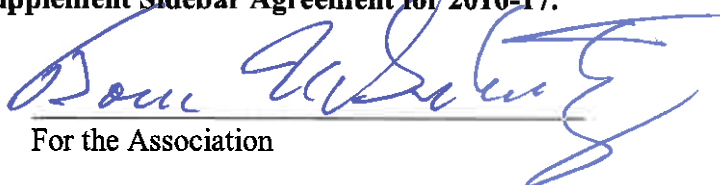
This agreement shall be effective as of July 1, 2015~~6~~, and shall continue in effect until June 30, 2016~~7~~. **(Change all other dates to reflect a one year agreement for 2016-17).**

SCHEDULE C *All teachers will work a minimum of one (1) event, but will not be required to work more than one (1) event. Teachers working ~~two (2)~~ one (1) events will receive an individual activity pass. Teachers working three (3) events will ~~may~~ receive a family activity pass. Teachers ~~working more than three (3) events~~ choosing not to receive a family activity pass will be compensated at the rate of \$40 per event after the initial one (1) event or after three (3) events if choosing a family activity pass. The initial one (1) to three (3) events worked will be self-selected as long as the individual is qualified to work the event. ~~Paid events will be assigned by the activity director to qualified teachers.~~ Certified staff shall have the first choice of an unlimited number of events before non-certified staff up to a week before the first home event.**

Update Teacher Salary Supplement Sidebar Agreement for 2016-17.



For the District



For the Association

Waive time lines for ratification per PERB rule 6.4

Columbus Community School District and
Columbus Education Association
Memorandum of Understanding
Teacher Leadership System
June 6, 2016

The Columbus Community School District (District) has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership System. The Columbus Community School District and the Columbus Education Association (Association) have reached the following agreement in regard to Master Contract articles that will be affected by implementation of the local Teacher Leadership and Compensation System (TLC).

This Memorandum of Understanding (MOU) shall be in effect beginning July 1, 2016, and ending June 30, 2017, unless the parties mutually agree to modify it, including modifying it to comply with legal requirements or guidelines and shall be reviewed and/or amended on an annual basis thereafter. Except as otherwise outlined in this MOU, all terms and conditions of the Master Contract shall continue in full force and effect.

1. Selection Committee

- A. The district TQ committee comprised of an equal number of teachers and administrators will form the selection committee for all positions.
- B. The committee will accept and review applications for the TLC positions and make recommendations to the superintendent for appointment. In developing recommendations, the committee will utilize the criteria laid out in the application process. Teachers who are selected must meet all of the qualifications contained in the TLC grant and the law.

2. Selection of Teacher Leaders

The Board will review the committee's recommendations and shall appoint teachers to serve in TLC positions. In making appointments, the Board will consider the needs of the District and the performance and professional development of the recommended applicants.

3. Assignment of Teacher Leaders

- A. Teachers assigned to TLC positions shall retain their regular teaching contract issued in accordance with Iowa Code Chapter 279 and shall be issued a supplemental contract for a one-year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.
- B. The assignment of teachers to TLC positions shall be controlled by the criteria outlined in the District's DE approved TLC application. TLC positions shall not be subject to the transfer procedures contained in the collective bargaining agreement. No employee will be involuntarily assigned to a TLC position.
- C. The removal of an employee from a TLC position shall occur by either: (a) the employee and the District mutually agreeing to remove the employee from the position at any point during the contract year; (b) the employee providing a written resignation from the position no later than February 1, which is then accepted by the District; (c) the District removing the employee from the position without reducing the position by providing the employee appropriate due process; or (d) the District implementing a staff reduction by providing the employee appropriate due process.

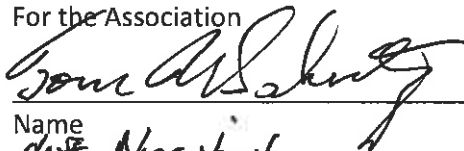
- D. If an employee is removed from a TLC position, the employee will be placed in the employee's former teaching position, or if the former teaching position is not vacant and/or does not exist, to another teaching position for which the employee is qualified that is within the employee's area and category and that is as near as possible to the employee's prior teaching position, as determined by the Superintendent.
4. Teacher Leadership Compensation
- The salary supplements received by teachers assigned to TLC positions will be specified in the District's approved Teacher Leadership grant application. The salary supplement is compensation to the teacher in the TLC position for the additional contract days and hours of work required of the teacher. Teachers serving in TLC positions will not receive per diem or per hour wages pursuant to the Master Contract for TLC contracts days or hours required of the teacher.
5. Hours of Work
- Teachers in TLC positions will work the number of hours specified and as necessary to perform the duties of their teaching and TLC position. The expectations of the District with regard to hours of work of teachers in TLC positions will be contained in the job description for each TLC position. The description will include expectations for parent-teacher conferences, regular duty assignments, school events and other teaching-related duties.
6. Work Year
- Teachers in TLC positions will work the number of days specified in the District's approved Teacher Leadership grant application and as provided by law.
7. Seniority
- Teachers in TLC positions will be considered to be regular, full-time members of the bargaining unit and will continue to accrue seniority in the classification to which they were assigned at the time of their selection for a TLC position pursuant to the Master Contract.
8. Procedures for Staff Reduction
- For purposes of staff reduction, teachers in TLC positions will be considered members of the bargaining unit and shall be classified in the classification to which they were assigned at the time of their selection for a TLC position.
9. Assessment of Performance
- The assignment of a teacher to a TLC position will be subject to review by the TQ Committee at least annually. The review shall occur as specified in the District's approved Teacher Leadership grant application and as provided by law. The TLC position evaluation will not negatively impact a Teacher's evaluation under Article XI of the Master Contract. A teacher who completes an assignment in a TLC position may apply for assignment to a new TLC position after providing appropriate notice pursuant to this MOU.
10. Funding for Program
- A. Teacher leadership supplement foundation aid from the state shall be required to sustain the TLC program. The TLC salary will not be included in the salary schedule. Any reduction or elimination of this support will result in a corresponding reduction or elimination of the assignments and compensation described in this MOU.

- B. Teachers serving in TLC positions will receive Teacher Salary Supplement (TSS) money as outlined in the salary schedule in the Master Contract for their step and lane placement. The TSS amount for those hired for a TLC position will be fully funded from the TSS funds.


11. Separation from Teacher Evaluation

This MOU will establish a wall between the TLC system and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers.

For the Association


Name
Doug Negotiator
Title
6-6-16
Date

For the District


Name
Board President
Title
6-20-16
Date