

Master Contract

Between

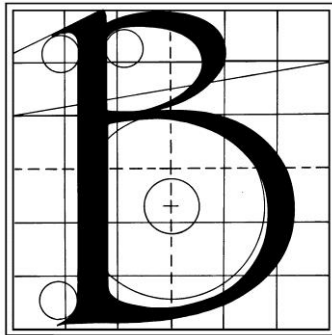
The Bettendorf Community School District

and

**The Bettendorf Education Association
(BEA)**

for the

**2017/2018 2018/2019 2019/2020
School Years**



July 2018

TABLE OF CONTENTS

	<u>Page</u>
Article I Recognition.....	1
Article II Employer Rights	1
Article III Employee Rights	1
Article IV Association Rights.....	2
Article V Payroll Deduction.....	3
Article VI Grievance Procedure	4
Article VII Hours of Work.....	5
Article VIII Health & Safety	8
Article IX Seniority	8
Article X Transfer Procedures.....	9
Article XI Layoff Procedures	10
Article XII Evaluation Procedures	11
Article XIII Leaves	15
Article XIV Professional Development.....	19
Article XV Wages and Salaries.....	21
Article XVI Insurance.....	23
Article XVII Compliance Clauses and Duration	25
Schedule "A" Dues Deduction Form.....	26
Schedule "B" Grievance Report.....	27
Schedule "C" Salary Schedules.....	31
Non-Degree Salary Schedule	32
Schedule "D" Increment Schedule	33
Teacher Leader Compensation.....	38
Schedule "H" Teacher Salary Supplement.....	40

ARTICLE I - RECOGNITION

1.1 - Definitions:

- a. The term "employer" shall mean the Bettendorf Community School District or, when specified hereinafter, its Board of Education or other representatives or agents.
- b. The term "employee" shall mean those employees specified by the P.E.R.B. Certification and described in Article 1.2 below.
- c. The term "Association" shall mean the Bettendorf Education Association, or when specified hereinafter, its duly authorized representative or agents.

1.2 - Unit - The Employer recognizes the Association, an Affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole collective bargaining representative of all employees described by and defined in the Public Employment Relations Board's Certification in Case 142, issued June 23, 1975. The unit described in the above certification is as follows:

INCLUDE: All full-time and regular part-time classroom teachers, counselors, nurses, librarians, media specialists, and school social workers including but not limited to, teachers who may have titles such as team leaders or athletic director (Middle School).

EXCLUDE: Superintendent of Schools, the Assistant Superintendent of Schools, director of instruction, full-time principals, full-time assistant principals, full-time athletic director, activities director, all non-professional certificated personnel and all the supervisory employees excluded by Section 4 of the Act.

ARTICLE II - EMPLOYER RIGHTS

2.1 - The Employer shall have the right to direct the work of its employees, hire, promote, demote, transfer, assign; determine and implement methods, means, assignments and personnel by which its operations are to be conducted; take such actions as may be necessary to carry out its mission; initiate, prepare, certify and administer its budget; and exercise all powers and duties granted to the Employer by law.

ARTICLE III - EMPLOYEE RIGHTS

3.1 - The parties recognize that employees, under the Iowa Public Employment Relations Act, have the right to join or assist the Association, to negotiate collectively through the Association, to engage in other lawful activities for the purpose of collective bargaining or other mutual aid or protection and to file and process grievances as defined and as provided by Article VI of this Agreement. There shall be no interference with, restraint, coercion or harassment of, or discrimination against, any employee because of an employee's exercise of

such rights, by the Employer, the Association or any employee. No employee will be prevented from wearing pins showing membership in the Association or its affiliates.

3.2 - Employees shall have the right, during their non-working time, to review and reproduce the contents of their personnel file, excluding confidential job recommendations with advance notice per School Board Policy #401.5. An employee shall have the right to respond in writing to all such materials, which responses shall become a part of such file.

3.3 - An employee may accept or reject any student teacher.

3.4 - Employees shall be notified in advance of any contemplated change in their students' grades.

ARTICLE IV- ASSOCIATION RIGHTS

4.1 - Use of Facilities - The Association, through its officers, may request from the appropriate building principal or the principal's designee the use of the Employer's buildings and duplicating equipment for purposes of Association meetings and to duplicate Association communications to employees. Such buildings and equipment shall not be used during school hours or times when buildings and equipment are otherwise in use. The Association shall pay the normal charges, if any, for all facilities, equipment and materials used.

4.2 - Communications - The Association shall have the right to post notices of Association meetings, its elections and the results thereof, its social or educational activities, and such other notices as may be mutually agreed upon. Such notices may be posted on such bulletin boards as are accessible to and used by employees covered by this Agreement, but not in areas open to students or the public. Such notices may also be sent through school email in accordance with board policies.

4.3 - Access to Employees - Representatives of the Association's affiliates shall have access to employees, for lawful Association business, during employees' non-working time before and after the normal work day and during duty-free lunch periods, provided that such access shall not interfere with or interrupt school operations and provided further such employees have no contractual assignments during such time. Advance notice of intended access shall be given to the appropriate building principal.

4.4 - Association Leave - Full-time officers of the Association, in order to serve in an elected office of the ISEA or NEA, shall be granted an unpaid leave of absence for the following school year, upon written notice to the Employer received not later than March 1st of any year. Such leave shall be with no credit toward salary or seniority increments, no fringe benefits, and with the provision that, in the Employer's judgment, a suitable substitute is available. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such officer will be assigned to the officer's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held.

ARTICLE V - PAYROLL DEDUCTION

Dues Deduction:

5.1 - Authorization - Any employee who is a member of the Association, or who has applied for membership, shall sign and the Association shall deliver to the Superintendent or the Superintendent's designee an authorization for payroll deduction of Association dues. The form of the authorization shall be set forth in Schedule "A". Such authorization may be revoked at any time upon thirty (30) days written notice to the Employer's Payroll Department and the Association.

5.2 - Regular Deduction - Upon receipt of an appropriate written authorization by the employee, the Employer will begin deductions on the first payroll period in October and deductions will be made on a monthly basis for no longer than nine (9) months thereafter. The amount of the deduction will be determined by the Association and submitted to the Payroll Department by October 1st each year.

5.3 - Transmission of Dues - The Superintendent or the Superintendent's designee shall transmit to the Association monthly, within ten (10) days from the time of deduction, the amounts so deducted, together with a list of the employees to whom said amounts are to be credited.

Other Deductions:

5.4 - Authorization - Any employee may sign and deliver to the Superintendent or Superintendent's designee an authorization for payroll deductions to the United Way, annuities, 403B plans, Bettendorf Community Schools Foundation, and Community Health Charities of Iowa in accordance with Iowa Code and IRS Rules and Regulations. The above deductions stated in this section may be revoked at any time upon thirty (30) days written notice to the Payroll Department.

General:

5.5 - Liability and Errors - Any errors regarding dues or other deductions shall be immediately reported by an employee to the Payroll Department and to the Treasurer of the Association. The Association agrees to hold the Employer harmless against any claims or liability arising out of the operation of this Article, excepting any claims or liability resulting from errors of the Employer or its agents or representatives.

5.6 - Payment of Other Deductions - The employer will transmit payment of all deductions to appropriate third parties within ten (10) days of the date that checks are dispersed to employees.

ARTICLE VI - GRIEVANCE PROCEDURE

6.1 - Purpose - The purpose of this procedure is to provide a prompt, orderly method for securing, at the lowest possible level, an equitable solution to grievances. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

6.2 - Definition - A "Grievance" is defined as a claim by an employee or the Association that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

6.3 - Any grievance shall be processed in the following manner:

An aggrieved employee or the Association, by its designated representative, (hereinafter severally called the "grievant") shall attempt to resolve the grievance informally, within twenty (20) working days of its occurrence (or within twenty [20] working days after such occurrence is known to the grievant) by informal discussion with the appropriate immediate supervisor. An aggrieved employee, at the employee's option, may be accompanied by an Association representative of the employee's choosing. The immediate supervisor will reply orally (or in writing if requested by the grievant) within five (5) working days after discussion of the grievance.

Level I: If, after discussion with the grievant's immediate supervisor the grievance is not settled and the grievant wishes to appeal the grievance to Level I, the grievant will reduce the grievance to writing (on the form attached to this agreement as Schedule "B"), and submit it to the appropriate supervisor within five (5) working days after receipt of the immediate supervisor's oral or written answer. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved, and the relief sought. The supervisor shall provide a written answer to the grievant within five (5) working days after receipt of the written grievance.

Level II: If the grievance is not settled at Level I and the grievant wishes to appeal the grievance to Level II, the written grievance shall be submitted to the Superintendent or the Superintendent's designee within five (5) working days after receipt of the supervisor's written answer. The Superintendent or Superintendent's designee will, if requested by the grievant, meet with the grievant within five (5) working days after receipt of the grievance and give written response within ten (10) working days after the meeting.

Level III: Grievances not settled at Level II of the grievance procedure may be appealed to arbitration by the Association by written notice of a request for arbitration, submitted to the Superintendent or the Superintendent's designee within ten (10) working days of receipt of the Superintendent's answer in Level II. Within five (5) working days of receipt of such request, representatives of the Employer and the Association shall attempt to select a mutually acceptable arbitrator. Failing to do so, they shall within ten (10) days of such arbitration request, jointly request the Federal Mediation and Conciliation Service to submit a list of five (5) arbitrators. Within five (5) days after receipt of such list, the parties' designated representatives shall determine by lot the order of elimination and thereafter each shall, in that

order, alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator.

The arbitrator shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to add to, subtract from, modify or amend any terms of this agreement. The arbitrator shall have no power to substitute the arbitrator's discretion for that of the Employer in any matter reserved to the Employer by law or the terms of this Agreement. A decision of the arbitrator shall, within the scope of the arbitrator's authority, be final and binding upon the parties. Upon mutual agreement of the Employer and the Association, grievances involving similar facts, issues and contract provisions shall be consolidated for hearing and determination. The Employer and the Association will share equally any joint costs of the arbitration procedure such as the fee and expense of the arbitrator and the costs of the hearing room. Any other expenses shall be paid by the party incurring them.

6.4 - The failure of any employee or the Association or its representatives to appeal a grievance to the next level within the time limits specified above shall bar further appeal, provided, however, the failure of the Employer's specified representatives to answer a grievance within applicable time limits shall constitute a denial and permit appeal to the next level, and provided further any such time limits may be extended by mutual agreement.

6.5 - All grievances at Levels I and II shall be presented, discussed and processed on employees' non-working time. "Non-working" time is defined as before and after the normal workday, and during the employees' duty-free lunch periods provided the employee has no contractual assignments during such time.

6.6 - Any employee whose presence is necessary at Level III arbitration hearing will be allowed to use his/her personal leave for such purpose or may elect to take the day off with pay. In the latter case, the employee is responsible for paying the cost of the substitute. This time may be taken in only 1/2 day increments.

ARTICLE VII - HOURS OF WORK

7.1 - Normal School Working Hours - The normal in-school workday shall be eight (8) hours, which shall include a thirty (30) minute duty free lunch period, incremented lunchroom supervision assignments excepted. Excluded from such hours are extra-curricular assignments and meetings scheduled by the Employer. Specific work hours for an upcoming year will be provided along with the issuing of new contracts.

Employees will be allowed to flex up to fifteen (15) minutes on both sides of a given day so long as eight (8) total hours are worked and they arrive at least fifteen (15) minutes before students begin classes and depart no earlier than fifteen (15) minutes after student dismissal. This will not be possible when scheduled meetings are called by the administration or when student supervision of an emergency nature is needed as determined by the building principal. Staff will be expected to provide a flex plan to their building evaluator prior to the first day of each semester and to utilize such schedule every day of that semester. Employees will notify their evaluator as soon as possible when events that cannot be predicted disrupt this flex

schedule. Flex requests will be renewed prior to each subsequent semester. Additionally, employees agree to communicate their flex schedule to their students, parents and colleagues.

On Fridays and days immediately preceding holidays or vacations, employees may depart their buildings fifteen (15) minutes before the regular dismissal time, provided student supervision of an emergency nature is not needed as determined by the building principal. On days immediately preceding holidays or vacations, where students are released early, employees may leave fifteen (15) minutes after student dismissal provided student supervision of an emergency nature is not needed as determined by the building principal and provided the District Calendar does not require staff to participate in end of term grade reporting on that day.

7.2 - Attendance at meetings -- other than those listed below -- will not be required more than 30 minutes beyond normal working hours without employees being compensated. Agendas and reasonable notice for such meetings will be provided to employees participating therein at least one day prior to such meetings.

Building-Wide Events for Certified Staff	Elementary	BMS	BHS
Conferences	<u>Fall</u> 8 hours <u>Spring</u> 8 hours (2 Comp Days)	<u>Fall</u> 8 hours <u>Spring</u> 8 hours (2 Comp Days)	<u>Fall</u> 4 Hours <u>Spring</u> 4 Hours (1 Comp Day) (1 PD Day)
Unpack Backpack	<u>August</u> NA – 60 Minutes HH – 60 Minutes MT – 60 Minutes TJ – 60 Minutes GW – 60 Minutes PN – 60 Minutes		
Curriculum Night	<u>Fall</u> PN – 90 minutes HH – 90 minutes NA – 90 minutes MT – 90 minutes TJ – 90 minutes GW – 90 minutes	<u>Winter</u> 6 th – 90 minutes 7 th – 90 minutes 8 th – 90 minutes <u>Spring</u> 6 th – 90 minutes 7 th – 90 minutes 8 th – 90 minutes	
Open house			<u>Fall</u> All -- 120 minutes
Staff Meetings	2x/month ending prior to 4:30 p.m.	Within contract	Within contract

7.3 - Preparation Time - Classroom employees shall be required to perform daily preparation work, during which they may not be assigned to other duties, on the following basis:

Elementary Schools:	5 hours per week
Middle School:	5 hours per week
High School:	5 periods per week or not less than 250 minutes per week

The above time allocations include any early departure by employees from the normal school working hours. Driving time between buildings shall not be considered preparation time.

7.4 -In-School Work Year – The in-school work year for employees covered by this agreement shall not exceed 194 contract days (195 days for new employees) and up to two (2) additional days funded by teacher quality money, including seven (7) paid holidays: (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, President's Day, Good Friday, and Memorial Day), seven (7) in-service and work days. (When a holiday falls on a Sunday, the holiday will be observed on the next Monday. If the holiday falls on a Saturday, the holiday will be observed on the previous Friday.) Employee attendance shall not be required, and the day will not be considered a contract day when, in the sole discretion of the Employer, student attendance is not required due to inclement weather or other emergency closings.

All military veterans in this bargaining unit who have been honorably or generally discharged from military service or who are on active or reserve duty in any branch of the U.S. Armed Forces, in the National Guard, in the U.S. Coast Guard or in the U.S. Merchant Marines shall annually receive Veteran's Day as a paid holiday and shall not be required to attend work that day.

To be eligible veteran status eligibility will be presented to Human Resources.

Shared Staff – When a conference day (for one building) falls on a day that the teacher is assigned to a different building, the teacher will attend conferences, if requested, for the amount of their assigned FTE and a guest teacher will be assigned to the other building if needed.

In order to stay within the assigned number of contractual workdays, when a teacher is assigned to more than one building, the parent/teacher comp day (flex day) will be honored and a guest teacher hired, as needed, at the other building.

When a teacher is assigned to teach at Neil Armstrong and another building and a snow make-up day adds an additional day to the teacher's contract, that teacher will not be required to work that additional day.

7.5 - Leaving the Building - Employees may leave their assigned buildings without permission during their scheduled duty-free lunch periods, but at any other time during the in-school working day may leave only with permission from the building principal.

ARTICLE VIII - HEALTH AND SAFETY

8.1 - Physical Fitness - Continuing Employees - Employees whose physical condition may be questioned by the Employer shall present satisfactory medical evidence when requested.

8.2 - Safety - The employer shall comply with the federal and Iowa Occupational Safety and Health Acts, as amended. Any safety or health claim of an employee or the Association, under either of said Acts, shall not also be subject to the grievance procedure set forth in Article VI.

ARTICLE IX - SENIORITY

9.1 - Definition - "Seniority" as used in this Agreement, shall mean an employee's continuous length of service from the employee's latest date of employment within the following categories:

Grades Preschool: Classroom teacher (new teachers beginning 2011/2012 school year, current teachers grandfathered as PK-5)

Grades K-5: Classroom teacher; Reading

Grades 6-8 within individual curricular area: Family/Consumer Science; Health; Language Arts; Mathematics; Modern Language; Reading; Science; Social Studies; and Speech. Classroom teachers whose teaching assignment does not fit into the above mentioned curricular areas will receive seniority as 6-8 Teacher. Classroom teachers will acquire one year of seniority in the category/area in which the instructor was hired to teach for each year of employment in the district.

Grades 9-12 within individual curricular area: Business; Cooperative/Vocational Education; Drama; Family/Consumer Science; Health; Industrial Technology; Language Arts; Mathematics; Modern Language; Reading; Science; Social Studies; and Speech

Grades Preschool-12: Art; At Risk; Guidance; Instrumental Music; Teacher/Librarian; Nurses; Physical Education; Social Worker; Special Education; TAG; and Vocal Music.

Teacher Leaders: Instructional Coach and Curriculum and Professional Development Leader.

Full-time employees who teach in more than one category will receive a full year of seniority credit in each category. For purposes of seniority only, part-time employees will have their seniority pro-rated based on their percentage of FTE. Employees who transfer from one category to another will retain their seniority credit in the previous category. While on leaves of absence, an employee's seniority credit will be frozen.

9.2 - Loss of Seniority - The seniority of an employee shall terminate if the employee resigns, is terminated, is laid off for a period exceeding three (3) years or fails to respond to a recall notice as provided in Article XI.

ARTICLE X - TRANSFER PROCEDURES

10.1 - Definitions - A "voluntary transfer" is the movement of an employee to a different grade level, building or subject area upon a vacancy therein for the following year. An "involuntary transfer" is the movement of an employee to a different grade level, subject area or building by the Superintendent or the Superintendent's designee.

10.2 - Vacancies - A list of vacancies which occur during the school year and for the following school year shall be posted in all buildings within ten (10) days after the Employer decides to fill such vacancies. Current contracted teachers who interview for a Schedule D position will be informed of the hiring decision for Schedule D within five workdays of the decision. A notice of vacancies that occur between June 10 and August 10 shall be mailed to the Association president. During the summer, vacancies will be placed on the District website. Vacancies created by the establishment of a new bargaining unit position shall also be posted and filled as above.

10.3 - Filling Requests - Employees who desire to apply for such positions shall submit online applications into the District application system within five (5) working days of the posting of the vacancy. All requests for transfer shall include the building and grade, subject area or both to which the employee desires a transfer.

10.4 - Procedure - Employees who file requests in accordance with 10.3 for voluntary transfer shall be granted an interview before out-of-unit candidates are interviewed and before the position is filled. Employees not selected for transfer shall be given written reasons for the decision.

10.5 - Requests for Voluntary Transfers - Employees desiring a transfer to a different building, subject area or grade level for the following school year, must submit requests to the Superintendent or the Superintendent's designee. Vacancies, which occur during the school year and for the following school year, shall be posted in all buildings within ten (10) days after the employer decides to fill such vacancies. Employees who desire to apply for such positions shall submit online applications into the District application system within five (5) working days of the posting of the vacancy. The interviewing and hiring process for each Teacher Leadership and Compensation (TLC) position will be guided by the criteria outlined in the District's Iowa Department of Education-approved TLC application.

Voluntary transfers will not be allowed when documentation is present to indicate that a standard or standards are not being met, that the teacher is on Tier III, and written notification of same has been given to the teacher. Teachers who have made a voluntary transfer may not be allowed to transfer to another building for a minimum of two (2) years unless: a reduction in their current position has occurred or they are changing their seniority category.

10.6 - Criteria - Vacancies shall be filled including the following criteria, whenever possible, with no order of priority intended: Certification, Seniority, Education, Experience.

10.7 - Involuntary Transfers - Involuntary transfers of employees may be made by the Employer when, in its judgment, such transfers are necessary for the efficient operation of the School System. Employees so transferred will be notified, as soon as practicable, of the

reasons for the employee's transfer and, at the employee's request, shall be entitled to a conference with the Superintendent or the Superintendent's designee to discuss such reasons. Those employees involuntarily transferred from one category (K-5, 6-8, 9-12) to another will have their seniority added to their new category.

Involuntary transfers will be made as follows: (a) The Employer will attempt to reduce staff by normal attrition; (b) employees needed to maintain existing program continuity will be retained without regard to their seniority; and, (c) the employer shall then consider the remaining employees' (1) qualifications and ability to perform the work required, and (2) seniority in the particular categories, and if qualifications and ability are equal among affected employees, seniority shall govern.

In the event there are no applicants or no applicants deemed acceptable to the Site-Based Selection and Review Council, individuals will not be involuntarily transferred/assigned into the Teacher Leadership and Compensation (TLC) positions.

10.8 - Temporary Transfers - Nothing in this Agreement shall be construed as restricting the Employer from exercising its right to temporarily fill any vacancies, or to hire employees from outside the District.

10.9 - Transferred Employees Rights - Employees, voluntarily or involuntarily transferred will maintain their current position on the salary schedule, seniority and fringe benefits. Extra duty assignment transfers may be excluded.

ARTICLE XI - LAYOFF PROCEDURES

11.1 - Lay Offs - In the event the Employer determines that employees must be laid off, the following procedures will be followed:

Employees with less than two years seniority - Employees with less than two (2) full years of experience in the Bettendorf Community School District may be laid off or terminated at the discretion of the Employer.

Employees with more than two years' seniority may be laid off within the following categories:

Grades Preschool-5: Classroom teacher; Reading

Grades 6-8 within individual curricular area: Family/Consumer Science; Health; Language Arts; Mathematics; Modern Language; Reading; Science; Social Studies; and Speech. Classroom teachers whose teaching assignment does not fit into the above mentioned curricular areas will receive seniority as 6-8 Teacher. Classroom teachers will acquire one year of seniority in the category/area in which the instructor was hired to teach for each year of employment in the district.

Grades 9-12 within individual curricular area: Business; Cooperative/Vocational Education; Drama; Driver Education; Family/Consumer Science; Health; Industrial

Technology; Language Arts; Mathematics; Modern Language; Reading; Science; Social Studies; and Speech

Grades Preschool-12: Art; At Risk; Guidance; Instrumental Music; Teacher/Librarian; Nurses; Outdoor Education; Physical Education; Special Education; Special Reading; TAG; and Vocal Music.

Teacher Leaders: Instructional Coach and Curriculum and Professional Development Leader.

Procedures - Layoffs will be made within the above categories on the following basis: (a) the Employer will attempt to reduce staff within such categories by normal attrition, (b) employees needed to maintain existing program continuity will be retained without regard to their seniority; and, (c) the employer shall then consider the remaining employees (1) qualifications and ability to perform the work required, and (2) seniority in the particular categories, and if qualifications and ability are equal among affected employees, seniority shall govern.

11.2 - Recall - Laid off employees shall advise the Superintendent of their current address. If vacancies occur in the categories set forth above and employees have been laid off within these categories, the employer shall recall employees within the categories set forth above in the inverse order of layoff. If two (2) years have elapsed since their layoff, they shall have no recall rights. If an employee fails to notify the Superintendent or the Superintendent's designee of a change of address or fails within five (5) days of receipt of notice of recall to advise the Superintendent or the Superintendent's designee of the employee's desire and availability to return to work, any recall rights shall terminate.

An employee may be recalled to a part-time position, but recall rights to a full-time position will continue for the two (2) year period from the date of layoff. Failure to accept a part-time position does not jeopardize the employee's recall rights to a full-time position for the two (2) year period. The effective date of recall shall be considered August 15.

ARTICLE XII- TEACHER EVALUATION PROCEDURES

12.1 - Tier I and Tier II Notification - Within five (5) weeks after the beginning of each school year, the designated building administrator shall acquaint teachers with the evaluation procedures, Iowa Teaching Standards and Criteria, forms to be used, and the timelines. No formal evaluations shall take place until such explanation has occurred. At the same time, all teachers shall be notified who their designated evaluator shall be, where they are in the evaluation cycle, and where their group is in the evaluation process.

12.2 - Tier I: Beginning Teacher and Experienced Teacher New to the District - The purpose of the Tier I Cycle is to assist beginning teachers and teachers new to the district in becoming contributing members of the Bettendorf Community School District staff. Focused upon the first two to three years of employment, it shall include the following components:

- Instructional/Induction Coaching
- Classroom observations

- Portfolio development
- Evidence of meeting the Iowa Teaching Standards and Criteria for purposes of licensure.

The first three (3) years of a newly licensed teacher's contract shall be a probationary period. Veteran teachers new to the District will be considered probationary, for purposes of evaluation, for at least the first year in the District providing they have completed a three-year probationary period in another Iowa school district.

The following process will be utilized:

- Tier I teachers shall be formally evaluated during both the first and second semesters. The 1st sequence shall occur no later than the end of the first semester and a minimum of one observation sequence shall occur during the second semester. These evaluations shall include pre-observation conferences, classroom observations, and post-observation conferences that include discussion of the Iowa Teaching Standards and Criteria and a written summary that will be provided to the teacher. This process will occur within a reasonable time.
- The teacher shall complete pre-conference and post-conference forms. The evaluator shall document the classroom observations and the conferences. Both the teacher and evaluator shall receive copies of the forms.
- By the end of the first semester, following the first formal observation, the evaluator shall begin to complete the Comprehensive Evaluation Summative Form by addressing criteria observed (1) during the observation(s), (2) in written materials (artifacts) developed by the teacher, and (3) in the conferences.
- By the end of January, the evaluator and teacher shall meet to identify the teacher's current status in meeting the eight Iowa Teaching Standards and to discuss the resources and information that could be used in future activities relating to the comprehensive evaluation.
- In the second year, if the teacher meets all eight of the Iowa Teaching Standards, the evaluator shall indicate so on the Comprehensive Evaluation Summative Form and provide the Tier I teacher with a signed copy.
- In the second year, if the Tier I teacher has not met all eight standards, then the evaluator shall identify in writing which standard(s) have not been met. The evaluator and teacher jointly determine what information the evaluator needs in order to indicate that the teacher meets all eight standards.
- A recommendation for a third year of probation shall be made only after completion of the comprehensive evaluation. The Tier I cycle may be extended to a third year if the District determines that additional support is needed in meeting the Iowa Teaching Standards and that the teacher is likely to be successful by the end of the third year of eligibility.

- The teacher may respond in writing to any aspect of the comprehensive evaluation. The District shall preserve this evaluation and any responses and its contents in the teacher's evaluation file and will be available to the teacher upon request.
- Teachers hired after the start of a school year shall follow the same evaluation process with the timelines adjusted accordingly.

12.3 - Grievance procedures relating to job performance or job retention do not apply during the first two years of the probationary period unless the teacher already successfully completed a probationary period in an Iowa school district. If a beginning teacher is not recommended for licensure, that teacher may appeal to an adjudicator.

12.4 - Termination of a probationary teacher's contract will be forthcoming if the teacher fails to meet the Iowa Teaching Standards and criteria.

12.5 - Tier I teachers who request and are granted a **voluntary transfer** may automatically be placed on another year of probation.

12.6 - Tier II Teacher - The Tier II teacher holds a standard license and has successfully completed the Tier I cycle in the Bettendorf Community School District. The purpose of Tier II is to extend and enrich the professional learning and growth of all teachers and significantly impact organizational performance. In addition to developing and supporting the professional development of teachers, on-going assessment of the teachers' mastery of the Iowa Teaching Standards is accomplished. The individual teacher's plan will address the same skills and practices that are being studied collectively with the building as part of the District Career Development Plan (DCDP).

12.7 - Definition of District Career Development Plan (DCDP) - The DCDP is included in the Comprehensive School Improvement Plan (CSIP) and focuses on improving student learning. It engages all teachers in collective professional development. The needs of the student and their learning drive the decision-making and form the basis on which the professional development is designed, supported, and evaluated.

12.8 - Annual Review of Professional Learning Plan (PLP) Conference - A written review of the progress and the outcomes of the Individual Professional Learning Plan shall be developed by the individual/team and reviewed by the designated administrator. This review shall be held no later than May 15. A copy of this individual Professional Learning Plan summary shall be placed in the individual's district file and in the case of a team plan; a copy of the team summary shall be placed in each individual team member's district file.

12.9 - Tier II: Performance Review - At least once every three years, Tier II teacher's performance shall be evaluated by a building administrator for purposes of:

- Assisting teachers in making continuous improvement
- Documenting continued competence with the Iowa Teaching Standards
- Determining whether the teacher's practice meets school district expectations for career advancement in accordance with section 284.7
- Collaborative development of individual/team professional growth plans

- Reflection and feedback on growth plan progress and impact
- Identifying teachers in need of assistance

The review shall include, at minimum:

- Classroom observation of the teacher and a review of the teacher's progress
- Review of the teacher's individual Professional Learning Plan
- Supporting documentation from other teachers, students, parents, and evaluators
- Artifacts as evidence of teaching practices

Each standard's criteria need not be rated but shall be used as a reference point for gathering evidence of overall performance on each standard.

One-third of the teaching staff in a building shall be evaluated annually through the performance review. In addition, all teachers shall have at least one conference annually with their designated building administrator in order to review progress toward student achievement goals and Professional Learning Plans.

12.10 - Tier II: Classroom Observation - Tier II teachers shall be formally observed by their building administrator at least once during the performance review cycle. The observation will occur at a mutually agreed upon time, if feasible. The formal observation shall occur prior to March 30. The observation shall focus on teacher progress with the Iowa Teaching Standards and the Professional Learning Plans. The observation shall include a pre-conference and a feedback conference. The District shall provide a form for the summative evaluation report.

12.11 - Performance Review Conference - A summative performance review shall be held at least once every three years on or before May 15. The written performance review must be submitted by the evaluator to the Department of Human Resources and placed in the teacher's file. Prior to the filing of the performance review, the evaluator and teacher will have a conference to review the written evaluation. This written evaluation will be based on the evaluator's professional judgment regarding the teacher's overall performance in meeting the Iowa Teaching Standards and the expectations of the District. The staff member shall sign and receive a copy of the performance review. The teacher's signature indicates that the staff member and the evaluator have discussed the evaluation together and that the teacher is aware of the contents of the review, not necessarily agreement with its content.

12.12 - Annual Conference - The annual conference shall be held no later than May 15. A copy signed by both parties shall not necessarily mean agreement with the evaluation, but rather awareness of the content.

12.13 - Responses - If a Tier II teacher believes the teacher's formal evaluation is incomplete, inaccurate, or unjust, the teacher may set forth the objections in writing and have them attached to the evaluation report to be placed in the teacher's personnel file. The file copy of such objections shall be signed by both parties to indicate awareness of content.

12.14 - Complaint - Any complaints placed in a teacher's file(s) shall be called to his/her attention within five days of placement. The teacher has the right to respond to all complaints—said responses being attached to the original.

12.15 - Remedy - A Tier II teachers shall have the right to grieve all evaluations, through Article VI of this Agreement. This right to grieve shall include the right to challenge evaluations as unfair, unjust, or inaccurate. A school district shall not be obligated to process any evaluation grievance after service of a notice and recommendation to terminate an individual's continuing contract in accordance with chapter 279. A teacher may appeal an evaluator's decision to an adjudicator under the process established under section 279.17. The decision of the adjudicator is final.

12.16 - Transfers - All Tier II teachers who have changed subject areas or who have transferred to a different school will be formally evaluated at least one time during the second semester.

12.17 - Tier III Intensive Assistance - If a supervisor or an evaluator determines, at any time, as a result of a teacher's performance that the teacher is not meeting district expectations either under Board policy 404.1, 404.1R1, 404.1R2, or 404.1R3, or under the Iowa Teaching Standards specified in section 284.3, subsection 1, paragraphs "a" through "g", the criteria for the Iowa Teaching Standards developed by the department in accordance with section 256.9, subsection 50, and any other standards or criteria established in the collective bargaining agreement, the evaluator shall, at the direction of the teacher's supervisor, recommend to the district that the teacher participate in an intensive assistance program.

Tier III teachers may not be transferred to another school during that phase.

Teachers placed on Tier III will not be required to also meet Tier II expectations.

In order to maximize attention toward improvement in meeting District expectations, teachers on Tier III will be required to fulfill any Schedule D obligations outside of their formal school working hours.

The District shall take action to move towards a recommendation for non-renewal of contract for teachers who have gone through an Intensive Assistance Plan and have failed to meet the Iowa Teaching Standards and Criteria. Nothing precludes the District from initiating termination procedures at any time under Chapter 279 of Iowa Code for just cause or for conduct that falls under Standard 8 regarding professional and ethical conduct.

ARTICLE XIII - LEAVES

13.1 - Personal Leave - Each employee will be allowed two (2) days leave without loss of pay each school year, provided the employee's immediate supervisor is given five (5) work days advance notice (except in the case of emergency). In addition, personal leave may not be taken before or after any holiday, non-work day, fall, winter or spring breaks or during the first or last five days of the school year. Personal leave may not be taken on the employee's first assigned workday before or after non-working breaks. However, permission may be

granted by the Superintendent or designee in exceptional cases. Decisions regarding such exceptional cases are not grievable.

At the end of each school year, up to two (2) days of unused personal leave will be carried over to an accumulated maximum of four (4) days available in the next school year. Any unused personal leave beyond that will be converted to sick leave.

13.2 - Sick Leave - Employees shall be granted fifteen (15) days of absence with pay for personal illness or injury not covered by worker's compensation, per year. Sick leave is cumulative with no loss or limitation. Each year's allotted sick leave is initiated upon the employee's first day of work for that school year. An employee may be required to present medical proof of sickness, injury, or inability to return to work for absences of five (5) consecutive days or more; however, in cases of suspected abuse the employee shall be informed of such suspicion and that medical proof may be required on subsequent absence, in addition to any disciplinary action that may be taken. The District reserves the right to request a second opinion at the District's expense.

13.3 - Non-critical Family Illness Leave - An employee, upon application to and approval by the Superintendent or the Superintendent's designee, shall be granted up to five (5) days of emergency leave each school year without loss of pay for serious, critical, or non-critical illness in the employee's immediate family (defined as the employee's spouse, child, parent, brother, sister, father-in-law or mother-in-law). In the event that all non-critical family illness leave has been used, up to five (5) days of additional leave shall be taken from the employee's available sick leave. An employee may be required to present medical proof of sickness for absences of five (5) consecutive days or more; however, in cases of suspected abuse the employee shall be informed of such suspicion and that medical proof may be required on subsequent absence, in addition to any disciplinary action that may be taken. See also Compassion Leave 13.5.

13.4 - Bereavement Leave - An employee shall be granted up to seven (7) working days leave of absence with pay in the event of a death in the employee's immediate family, which is defined as the employee's spouse, child, parent, brother, sister, father-in-law, or mother-in-law. An employee shall be granted up to two (2) days leave of absence with pay in the event of a death of the employee's grandparents, spouse's grandparents, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandchildren, aunts, uncles, nieces, or nephews. Adopted children and step relatives are included in the above leaves. Non-consecutive bereavement leave may be taken with at least five (5) work days notice to the Office of Human Resources. See also Compassion Leave 13.5. An employee shall be granted one (1) day of leave with pay per school year in the event of a death of a friend.

13.5 - Compassion Leave - Where all existing leave has been used or that leave is not appropriate to the situation, an employee, may, upon application to and approval by the Superintendent or the Superintendent's designee, be granted compassion leave, i.e., when a unique relationship or care-giving responsibility exists (which would not be precedent setting, would not be subject to grievance and would occur with no loss of seniority or experience previously established).

When an Employee has a domestic partner, the Superintendent or Superintendent's designee may provide the Employee the leave allowed for a spouse under the subsections 13.3 and 13.4

13.6 - Professional Leave - Employees may be permitted to attend professional conferences, seminars or meetings or to visit other schools, for work related purposes, upon advance approval by the Superintendent or the Superintendent's designee, pending availability of guest teacher. Employees authorized to engage in such activities may be allocated appropriate travel, meal, lodging and registration expenses upon application to and approval by the Superintendent or the Superintendent's designee.

13.7 – Jury and Witness Duty – Any employee required to perform jury duty or to appear to testify (including proceedings where an employee's attendance is required by the Employer) during an Employee's working time shall be granted leave for such purpose and shall receive the difference in compensation between the employee's normal compensation and compensation received from such duty. Personal leave will be used for attendance in judicial proceedings initiated by the employee.

13.8 - Association Leave - Officers of the Association, or employees selected to attend the Iowa State Education Association's Delegate Assembly, or to attend conferences, seminars or meetings of the Iowa State Education Association or the National Education Association, shall be granted a cumulative total of up to eighteen (18) working days leave with pay each school year upon ten (10) days advance written notice to the appropriate building principal.

13.9 - Parental Leave - Extended unpaid leaves of absence may be granted for reasons of parental responsibility upon written request to the Superintendent or Superintendent's designee. The leave, if granted, shall be for the entire year or for the conclusion of the semester during which the leave commenced or for the conclusion of the school year. If the request is for the entire year, such request shall be made no later than March 1 for the following year in which the request is made. If the request for leave shall be for the conclusion of the semester during which the leave will commence or for the conclusion of the school year, the request shall be made at least two months prior to the date of anticipated need.

Such leave shall be with no credit toward salary or seniority increments and without fringe benefits. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such employee will be assigned to the employee's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held. Unless notification of intent to return is furnished by March 1 of the year of the leave, a teaching position with the Bettendorf Community School District will not be held.

The leave must be for the approved specified time period unless mutual agreement is reached between the employee and the Superintendent for early reinstatement.

13.10 - Family Illness - An employee may be granted a one (1) year unpaid leave of absence with no credit toward salary increments or accumulation of fringe benefits upon approval of

the Superintendent for the purpose of caring for a sick or injured member of the employee's immediate family, as defined in Article 13.3 of this Article. Documentation by a medical doctor will be required to be accompanied with this request for leave. Such leave shall be with no credit toward salary or seniority increments and without fringe benefits. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such employee will be assigned to the employee's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held. Unless notification of intent to return is furnished by March 1 of the year of the leave, a teaching position with the Bettendorf Community School District will not be held. The leave must be for the approved specified time period unless mutual agreement is reached between the employee and the Superintendent for early reinstatement.

13.11 - Graduate Study Leave - Upon written application to the Superintendent or the Superintendent's designee, made on or before March 1st, an employee with four years service in the Bettendorf Community School District may be granted a one year unpaid leave of absence for graduate study during the following school year. The Superintendent may approve such requests when appropriate documentation of the graduate study program is submitted from the college or university in which the teacher has enrolled. The graduate study program must be related to teaching. Such leave shall be with no credit toward salary or seniority increments and without fringe benefits. Half time leaves or leaves shorter than one year will be granted only upon approval of the Superintendent. Leaves shall be granted by order of notice, and a maximum of three (3) such leaves (a maximum of two [2] in any department) shall be granted in any one school year. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such employee will be assigned to the employee's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held. Unless notification of intent to return is furnished by March 1 of the year of the leave, a teaching position with the Bettendorf Community School District will not be guaranteed.

13.12 - Association Office Leave - An unpaid leave of absence shall be granted for up to two (2) years to an employee for the purpose or serving as the elected President of the Iowa State Education Association or the National Education Association. Such leave shall be with no credit toward salary or seniority increments and without fringe benefits. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such employee will be assigned to the employee's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held.

Written notification of such leave shall be made to the Board of Education no later than March 1st of the school year preceding the commencement of such leave. An employee who

intends to return to employment with the Bettendorf Community School District at the termination of such leave shall provide the Board of Education with written notification of that intention by March 1st of the school year in which the year leave terminates. No employee shall be granted more than one (1) such leave while in the employ of the Bettendorf Community School District.

13.13 - Public Office - An employee who is elected to a municipal, county, state or federal office shall, upon written application to the Employer, be granted an unpaid leave of absence of up to four (4) consecutive years except where prohibited by law. Such leave shall be with no credit toward salary or seniority increments and without fringe benefits. Employees returning from such leave shall retain all experience credit previously established and sick leave accumulated prior to the commencement of such leave. Insurance benefits may be continued by the employee upon payment of premiums to the Employer and acceptance by the carrier. It is understood and agreed that such leave constitutes no guarantee that such employee will be assigned to the employee's former position at the conclusion of such leave, only that the employee will be returned to a position for which proper certification is held.

13.14 – Family Medical Leave Act. The District shall comply with the provisions of the Family Medical Leave Act, consistent with Board Policy. (See Board Policy 403.8)

ARTICLE XIV - PROFESSIONAL DEVELOPMENT

14.1 - Required Education: Employees must hold a current, valid teaching certificate from the State of Iowa.

14.2 - Salary Adjustments- Upon successful completion of any approved course or in-service during the previous ten years, the employee shall notify the Superintendent or Superintendent's designee by September 10th of the following year, that the employee is eligible to receive credit toward an educational lane change on the salary schedule. The salary change will first appear on the October paycheck with an amount equal to the September and October stipends. The remaining amount will be divided equally among the remaining paychecks for the school year.

Policies and Procedures Regarding Eligibility for Graduate and In-service Credits:

- I General Description for Graduate Credit and In-service Credits - Only graduate courses from accredited colleges or universities may be applied toward advancement on the salary schedule. All transcripts leading to the lane change must be official; student grade reports and copies of transcripts are not acceptable. This graduate credit must apply toward a graduate program that is related to a field of public education or be in the subject area in which the staff member is presently engaged. All graduate programs, course work, and in-service credit must have written approval from the office of the Assistant Superintendent prior to the start of the first session. Once a graduate program is approved, further approval for that specific course work is not needed. To receive credit for graduate hours past the Master's Degree, courses must be completed after the

Master's Degree is conferred. A staff member may move from one lane to another only after completion of the requisite degree program.

II. Requirements for credit acceptance of in-service workshops, undergraduate courses, and courses outside a degree program:

- Each fifteen (15) clock hours of in-service shall be considered the same as one (1) graduate hour credit. No more than 15 clock hours or 1 graduate credit may be earned for any single workshop session or audited class. Partial credits may be cumulative until the requirements for one in-service credit are met, as long as it meets the ten year limitation;
- All credits shall be outside the workday and voluntary;
- Must relate to the instruction or co-curricular assignments in which the staff member is currently working or to which the district intends to assign the staff member, and must be related to the field of public education;
- Must provide new knowledge, skills, or abilities;
- Must contribute to the individual's professional growth;
- If a college course is not taken for college credit, it may be pre-approved as an in-service workshop;
- A staff member may complete no more than five (5) in-service credits in a twelve-month period;
- Up to 50% of the credits needed for advancement on the salary schedule may be approved In-service Credit or approved Undergraduate Credit courses; the other credits must be earned in graduate level courses as evidenced by official college/university transcripts.

All credits will not be allowed for lane advancements in the following circumstances:

- For work which was completed prior to employment in the Bettendorf Community School District;
- For improvement activities for which the staff member received compensation or released time, including district-paid registration fees, travel reimbursement, scholarships, or stipends;
- For state mandated retraining programs (child abuse, bloodborne pathogens, right to know);
- Repeated workshops or courses of same title or course description.

The Staff Development Oversight Committee consisting of three BEA members, one administrator, and the Assistant Superintendent will meet regularly to certify workshops and courses for district credit eligibility and to oversee in-service training and staff development issues, initiatives and planning.

Appeal Process - The Assistant Superintendent will be responsible for administering procedures regarding all Graduate Programs, In-service Credit, and other coursework used for lane change eligibility. Appeals to decisions made by the Assistant Superintendent may be referred to the Staff Development Committee for further consideration. A final decision will be made collaboratively.

ARTICLE XV - WAGES AND SALARIES

15.1 - Schedule - The salary schedule for employees covered by this agreement is set forth in Schedule "C", attached hereto. In the event that the Legislature increases the employer's share of IPERS contribution, the increase in wages will be recalculated to result in the same TP% increase.

15.2 - Placement on the Salary Schedule

- a. Adjustment to Salary Schedule - Each employee shall be placed on the employee's proper step of the salary schedule as of the effective date of this Agreement and in accordance with Paragraph "b" below. Any employee hired prior to the beginning of second semester of any school year shall be given full credit of one (1) year of service toward the next increment step for the following year provided they have taught (or are on approved leave) at least ninety (90) days in the contract year.
- b. Credit for Experience - Teaching experience, not to exceed two (2) years, in the military or business and industry, may be given upon verification and evaluation in placing a teacher new to the system on the salary schedule.

15.3 - Advancement of Salary Schedule

- a. Freeze step movement including longevity for the 2017-2018 school year.

Year two (2018-2019) and year three (2019-2020) resume step and longevity to previous practice.
- b. Educational Lanes - An employee moving from one educational lane to a higher educational lane shall advance one step beyond the previous years' level, if such additional step is available on the salary schedule.

15.4 - Method of Payment

- a. Pay Periods - Employees will be paid biweekly for work performed or paid leaves of absence.
- b. Exceptions - When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous work day.
- c. Summer Checks - Summer checks, other than those for summer school teachers, will be mailed to the address designated by the employee.
- d. Employees new to the Bettendorf Community School District on a regular contract (as defined in ARTICLE I 1.2) will be paid in thirteen (13) equal installments commencing August 20 for the first year of employment with the District.

15.5 - Travel Expenses - Employees who are required to travel between school buildings or for other approved school purposes shall receive the state mileage rate for such purposes.

15.6 Supplemental Hourly Pay for Professional Staff - Teachers being paid for supplemental work including but not limited to: summer school, intersessions curriculum writing, and administratively directed subbing during teacher preparation time will be paid at a rate of **\$25.58** per hour provided they have prior written approval by the Superintendent. This rate will be in effect for the **2017/2018** school year. The rate will increase each subsequent year by the same percentage increase as the base increase.

- a. Teacher Quality Committee – For the duration in which the District receives Teacher Quality funds, teachers serving on the Teacher Quality Committee will be compensated at the supplemental hourly pay for professional staff.

15.7 Other Supplemental Pay

- a. Approved Activities - The extra-curricular activities listed in Schedule "D" are official school sponsored activities.
- b. Rates of Pay - Employees assigned to extra-curricular duties shall be compensated according to Schedule "D", which is hereto and made a part thereof.
- c. All work differential jobs will be paid at **\$14.72** per hour for the **2017/2018** school year. The rate will increase each subsequent year by the same percentage increase as the base increase.
- d. Activity Passes - Each employee shall use their identification badge for admission to all school sponsored activities for the employee and his/her guest, except designated fund-raising projects, student musicals and variety shows, and all athletic tournaments. The employer shall determine the procedure for the issuance of identification badges.
- e. Teacher Leadership and Compensation (TLC)
 1. In addition to a regular 279 contract, each Curriculum and Professional Development Leader will be issued a one-year extended contract for 15 additional days. The stipend for this extended contract will be \$10,000.
 2. In addition to a regular 279 contract, each Instructional Coach will be issued a one-year extended contract for 10 additional days. The stipend for this extended contract will be \$5,000.
 3. In addition to a regular 279 contract, each Model Teacher will be issued a one-year extended contract for 5 additional days. The stipend for this extended contract will be \$2,000.

Teachers serving in TLC positions will not receive the supplemental hourly pay for professional staff as specified in 15.6 of the Master Contract, unless they are required to attend to duties beyond their additional TLC contracted time.

15.8 – Teacher Salary Supplement – The parties have agreed to distribution of Teacher Salary Supplement dollars as outlined in Schedule H.

ARTICLE XVI - INSURANCE

- a. The Employer will provide to each employee and his/her family Health and Major Medical benefits equal to those provided in Alliance Select \$500/\$1000 Blue Rx Plan. The District will pay 90% of the cost of single coverage and 90% of the cost of family coverage.

Year two (2018-2019) the District will pay 87.5 % of single and family coverage and year three (2019-2020) the District will pay 85% of single and family coverage.

1. It is agreed the District will select a specialty drugstore for specialty prescription drugs and if employees do not purchase their specialty drug medications through the selected pharmacy they will be responsible for 100% of the cost of the medication.

- b. The Employer will provide to the employee Dental benefits equal to those provided in Delta Dental Plan of Iowa Group #77500-002. If available, the employee at his/her option may have the district deduct the premium difference between family and single dental insurance coverage from his/her check. Employees new to the district or returning from extended leave of absence shall be provided insurance coverage beginning September 1 or not later than one (1) month after initial employment or reemployment. Insurance coverage will be provided for each month in which an employee receives a payroll check.
- c. The Employer will provide to each employee \$35,000 of paid Life Insurance benefits.
- d. The Employer will provide to each employee Liability Insurance benefits equal to those provided in Employers Mutual Casualty Company policy #3D18640.
- e. The Employee will be required to purchase Long Term Disability Insurance benefits equal to those provided in Bankers Life Group policy #GLT 5994-262. Full-time employees will be required to pay Long Term Disability Insurance premiums on base salary, teacher quality, longevity, Schedule D, extended day contracts, and employer paid health insurance premiums.
- f.
 - 1) Any employee must work thirty (30) or more hours per normal work week to receive insurance benefits.
 - 2) Current full time employees who are reduced voluntarily to less than 30 hours per normal work week will be allowed to purchase health insurance coverage through the District at the employee's expense.

- 3) Current full time employees who are reduced involuntarily to less than 30 hours per normal workweek will continue to be covered at the same benefit level as a full-time employee for a period not to exceed 36 months after their reduction as long as they remain in continuous employment of the District. (Approved leave counts as continuous employment, although benefits are not received during these times.)

ARTICLE XVII - COMPLIANCE CLAUSES AND DURATION

17.1 - Individual Contracts - Any individual contract of employment between the Employer and an employee covered by this Agreement shall not be inconsistent with terms of this Agreement, and if any such individual contract is inconsistent with the terms of this Agreement, during its duration, shall control.

17.2 - Separability - If any provision of this Agreement is determined to be contrary to law, then such provision shall not be valid and subsisting, but all other provisions of this Agreement shall remain in full force and effect.

17.3 - Printing Agreement - Copies of this Agreement shall be printed at the expense of the Employer, and shall be given to all employees covered by this Agreement and to any new employees.

17.4 - Notices - Whenever any notice is required to be given to either the Employer or the Association under this Agreement, either party may do so by letter or fax at the following designated addresses:

The Employer: Bettendorf Community School District
P.O. Box 1150
Bettendorf, Iowa 52722
Fax Number: 563-359-3685

The Association: Home Address of the Association President

17.5 - Complete Agreement - This Agreement constitutes the entire agreement between the parties hereto and any modifications of this Agreement shall be in writing and duly executed by both parties hereto. Such modifications may be made at any time by mutual agreement. In the absence of such agreement, neither party hereto shall have any duty or obligation to bargain with respect to any changes, modifications or additions to the Agreement during its life.

17.6 - Duration - This Agreement shall be effective from July 1, 2017, and shall continue in full force and effect until June 30, 2020.

In witness whereof the parties have caused this Agreement to be

signed by their respective presidents on the

23rd day of February 2017.

BY Megan Kannerberg, Chief Negotiator
BETTENDORF EDUCATION ASSOCIATION

BY [Signature], President
BETTENDORF COMMUNITY SCHOOL DISTRICT

SCHEDULE "A"
Bettendorf Education Association
 Membership – Payroll Deduction

Please make **corrections and fill in** below:

Name _____

Street Address _____

City _____ State _____ Zip _____ - _____

Home Phone _____ - _____ - _____

School Building _____ Phone _____ - _____ - _____

_____ I am full time _____ I am part-time (indicate percentage) _____%

Dues:	National Education Association	\$ _____
	Iowa State Education Association	\$ _____
	Mississippi Bend UniServ	\$ _____
	Bettendorf Education Association	\$ _____
	Community Health Charities (IA)	\$ _____

ISEA-PAC Is the political action committee that works for pro-education candidates and issues in Iowa. (\$17, choice) \$ _____

ISEA Scholarships Each year, ISEA presents scholarships to help sons and daughters of ISEA members pursue teaching degrees.
 I would like to contribute (choice) \$ _____

NEA Fund for Children and Public Education
 These are voluntary contributions used for contributions on behalf of friends of public education who are candidates for public office.

\$ _____
 Total: \$ _____

___ I will pay by check

___ I wish to use Payroll Deduction. I hereby request and authorize the Bettendorf Community School District Board of Education as my remitting agent to deduct from my earnings \$ _____ each month (beginning in October and completing within 9 months and shall continue for successive periods for one year unless revoked in writing by 30 days notice to my employer and to the Bettendorf Education Association) until this authorization is changed or revoked as provided herein, a sufficient amount to provide the monthly payment of the prevailing rates of dues which amount is to be remitted each month for me on my behalf to the Treasurer of the Bettendorf Education Association.

Signature: _____ Date ____/____/____

SCHEDULE "B"
GRIEVANCE REPORT

Distribution of Forms:

Date Filed: _____

- 1) Association
- 2) Employee
- 3) Appropriate Supervisor
- 4) Superintendent

SCHOOL DISTRICT _____

BUILDING _____

Name of Aggrieved Person

LEVEL I

A. DATE VIOLATION OCCURRED _____

B. SECTION(S) OF CONTRACT OR POLICY VIOLATED _____

C. STATEMENT OF GRIEVANCE _____

D. RELIEF SOUGHT _____

(SIGNATURE)

(DATE)

E. DISPOSITION BY PRINCIPAL OR IMMEDIATE SUPERVISOR:

(Signature of Principal/Immediate Supervisor)

(Date)

LEVEL II

A. _____
(Signature of Aggrieved Person) (Date received by Superintendent)

B. DISPOSITION BY SUPERINTENDENT OR DESIGNEE:

(Signature of Superintendent or Designee) (Date)

LEVEL III

A. _____
(Signature of Aggrieved Person)

(Signature of Association President)

B. _____
(Date Submitted to Arbitration)

(Date Received by Arbitrator)

C. Disposition and Award of Arbitrator

(Signature of Arbitrator) Date of Decision

BOARD GRIEVANCE POLICY (#405.5) FORM

A. _____
Signature of Aggrieved Person

Date Received by Board

B. _____
Signature of Association President

C. Disposition by Board

Signature of Board President

Date

Salary Schedule "C" 2018/2019 - Combined

Base-\$31,150/TSS-\$5,775

Step	Index	BA	Index	BA+15	Index	BA+30	Index	MA	Index	MA+15	Index	MA+30	Index	MA+45
0	1.000	31,150 36,925	1.050	32,708 38,483	1.100	34,265 40,040	1.180	36,757 42,532	1.230	38,315 44,090	1.280	39,872 45,647	1.330	41,430 47,205
1	1.040	32,396 38,171	1.090	33,954 39,729	1.140	35,511 41,286	1.230	38,315 44,090	1.280	39,872 45,647	1.330	41,430 47,205	1.380	42,987 48,762
2	1.090	33,954 39,729	1.140	35,511 41,286	1.190	37,069 42,844	1.280	39,872 45,647	1.330	41,430 47,205	1.380	42,987 48,762	1.430	44,545 50,320
3	1.140	35,511 41,286	1.190	37,069 42,844	1.240	38,626 44,401	1.330	41,430 47,205	1.380	42,987 48,762	1.430	44,545 50,320	1.480	46,102 51,877
4	1.190	37,069 42,844	1.240	38,626 44,401	1.290	40,184 45,959	1.380	42,987 48,762	1.430	44,545 50,320	1.480	46,102 51,877	1.530	47,660 53,435
5	1.240	38,626 44,401	1.290	40,184 45,959	1.340	41,741 47,516	1.430	44,545 50,320	1.480	46,102 51,877	1.530	47,660 53,435	1.580	49,217 54,992
6	1.290	40,184 45,959	1.340	41,741 47,516	1.390	43,299 49,074	1.480	46,102 51,877	1.530	47,660 53,435	1.580	49,217 54,992	1.630	50,775 56,550
7	1.340	41,741 47,516	1.390	43,299 49,074	1.440	44,856 50,631	1.530	47,660 53,435	1.580	49,217 54,992	1.630	50,775 56,550	1.680	52,332 58,107
8	1.390	43,299 49,074	1.440	44,856 50,631	1.490	46,414 52,189	1.580	49,217 54,992	1.630	50,775 56,550	1.680	52,332 58,107	1.730	53,890 59,665
9	1.440	44,856 50,631	1.490	46,414 52,189	1.540	47,971 53,746	1.630	50,775 56,550	1.680	52,332 58,107	1.730	53,890 59,665	1.780	55,447 61,222
10	1.490	46,414 52,189	1.540	47,971 53,746	1.590	49,529 55,304	1.680	52,332 58,107	1.730	53,890 59,665	1.780	55,447 61,222	1.830	57,005 62,780
11	1.540	47,971 53,746	1.590	49,529 55,304	1.640	51,086 56,861	1.730	53,890 59,665	1.780	55,447 61,222	1.830	57,005 62,780	1.880	58,562 64,337
12	1.550	48,283 54,058	1.610	50,152 55,927	1.660	51,709 57,484	1.780	55,447 61,222	1.830	57,005 62,780	1.880	58,562 64,337	1.930	60,120 65,895
13					1.680	52,332 58,107	1.830	57,005 62,780	1.880	58,562 64,337	1.930	60,120 65,895	1.980	61,677 67,452
14							1.880	58,562 64,337	1.930	60,120 65,895	1.980	61,677 67,452	2.030	63,235 69,010
15							1.930	60,120 65,895	1.980	61,677 67,452	2.030	63,235 69,010	2.080	64,792 70,567
16							1.950	60,743 66,518	2.000	62,300 68,075	2.080	64,792 70,567	2.130	66,350 72,125
17											2.100	65,415 71,190	2.150	66,973 72,748

LONGEVITY INCREMENT: Those employees in the **BA**, **BA+15**, and **BA+30** salary lanes will receive a longevity increment of **6% of Base Salary (\$1,869)** for 18 years of experience credit service, and 3% of Base Salary or cumulatively **9% (\$2,804)** for 21 years of experience credit service provided they would have been eligible for the 18th 'step', or the 21st 'step' if such steps existed in those lanes.

Those employees in the **MA** and **MA+15** salary lanes will receive a longevity increment of **6% of Base Salary (\$1,869)** for 18 years of experience credit service, 6% or cumulatively **12% (\$3,738)** for 21 years of experience credit service, and 4% or cumulatively **16% (\$4,984)** for 24 years of experience credit service provided they would have been eligible for the 18th 'step', the 21st 'step', or the 24th 'step' if such steps existed in those lanes.

Those employees in the **MA+30**, and **MA+45** salary lanes will receive a longevity increment of **7% of Base Salary (\$2,181)** for 18 years of experience credit service, 6% or cumulatively **13% (\$4,050)** for 21 years of experience credit service, and 4% or cumulatively **17% (\$5,296)** for 24 years of experience credit service provided they would have been eligible for the 18th 'step', the 21st 'step', or the 24th 'step' if such steps existed in those lanes.

Salary Schedule Non-Degree

Base Salary \$31,150

<u>STEP</u>	<u>INDEX</u>	<u>NON-DEGREE</u>
0	0.83	\$25,855
1	0.85	\$26,478
2	0.87	\$27,101
3	0.89	\$27,724
4	0.91	\$28,347
5	0.93	\$28,970
6	0.95	\$29,593
7	0.97	\$30,216
8	0.99	\$30,839
9	1.01	\$31,462
10	1.03	\$32,085
11	1.05	\$32,708
12	1.07	\$33,331

Schedule “D”

SCHEDULE D ASSIGNMENT	INDEX	UNIT	AMOUNT
FOOTBALL			
Head Varsity Football	0.2500	1.000	\$7,788
Assistant Varsity Football	0.1500	1.000	\$4,673
Assistant Varsity Football	0.1500	1.000	\$4,673
Assistant Varsity Football	0.1500	1.000	\$4,673
Assistant Varsity Football	0.1500	1.000	\$4,673
Head Sophomore (10th) Football	0.1500	1.000	\$4,673
Assistant Sophomore (10th) Football	0.1240	1.000	\$3,863
Assistant Sophomore (10th) Football	0.1240	1.000	\$3,863
Head Freshman (9th) Football	0.1500	1.000	\$4,673
Head Freshman (9th) Football	0.1500	1.000	\$4,673
Assistant Freshman (9th) Football	0.1240	1.000	\$3,863
Assistant Freshman (9th) Football	0.1240	1.000	\$3,863
Head 8th grade Football	0.0900	1.000	\$2,804
Head 8th grade Football	0.0900	1.000	\$2,804
Assistant 8th grade Football	0.0600	1.000	\$2,102
Assistant 8th grade Football	0.0600	1.000	\$2,102
Head 7th grade Football	0.0900	1.000	\$2,804
Head 7th grade Football	0.0900	1.000	\$2,804
Head 7th grade Football	0.0900	1.000	\$2,804
Assistant 7th grade Football	0.0600	1.000	\$1,869
Assistant 7th grade Football	0.0600	1.000	\$1,869
Assistant 7th grade Football	0.0600	1.000	\$1,869
BASKETBALL			
Head Varsity Basketball, Girls	0.2500	1.000	\$7,788
Head Varsity Basketball, Boys	0.2500	1.000	\$7,788
Assistant Varsity Basketball, Girls	0.1500	1.000	\$4,673
Assistant Varsity Basketball, Boys	0.1500	1.000	\$4,673
Head Sophomore (10th) Basketball, Girls	0.1500	1.000	\$4,673
Head Sophomore (10th) Basketball, Boys	0.1500	1.000	\$4,673
Assistant Sophomore (10th) Basketball, Girls	0.1240	1.000	\$3,863
Assistant Sophomore (10th) Basketball, Boys	0.1240	1.000	\$3,863
Head Freshman (9th) Basketball, Girls	0.1500	1.000	\$4,673
Head Freshman (9th) Basketball, Boys	0.1500	1.000	\$4,673
Head Freshman (9th) Basketball, Boys	0.1500	1.000	\$4,673
Head 8th grade Basketball, Girls	0.0900	1.000	\$2,804
Head 8th grade Basketball, Girls	0.0900	1.000	\$2,804
Head 8th grade Basketball, Boys	0.0900	1.000	\$2,804
Head 8th grade Basketball, Boys	0.0900	1.000	\$2,804
Head 7th grade Basketball, Girls	0.0900	1.000	\$2,804
Head 7th grade Basketball, Girls	0.0900	1.000	\$2,804
Head 7th grade Basketball, Boys	0.0900	1.000	\$2,804
Head 7th grade Basketball, Boys	0.0900	1.000	\$2,804
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,869

Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,869
WRESTLING			
Head Varsity Wrestling	0.2500	1.000	\$7,788
Assistant Varsity Wrestling	0.1500	1.000	\$4,673
Head Sophomore (10th) Wrestling	0.1500	1.000	\$4,673
Assistant Sophomore (10th) Wrestling	0.1240	1.000	\$3,863
Head Freshman (9th) Wrestling	0.1500	1.000	\$4,673
Head 7th & 8th grade Wrestling	0.0900	1.000	\$2,804
Assistant 7th & 8th grade Wrestling	0.0600	1.000	\$2,553
CROSS COUNTRY			
Head Varsity Cross Country, Girls	0.1700	1.000	\$5,296
Head Varsity Cross Country, Boys	0.1700	1.000	\$5,296
Assistant Varsity Cross Country	0.1240	1.000	\$3,863
Cross Country, Middle School	0.0900	1.000	\$2,804
Assistant 7th & 8th grade Cross Country (MS)	0.0600	1.000	\$1,869
TRACK			
Head Varsity Track, Girls	0.1700	1.000	\$5,296
Head Varsity Track, Boys	0.1700	1.000	\$5,296
Assistant Varsity Track, Girls	0.1240	1.000	\$3,863
Assistant Varsity Track, Girls	0.1240	1.000	\$3,863
Assistant Varsity Track, Girls	0.1240	1.000	\$3,863
Assistant Varsity Track, Boys	0.1240	1.000	\$3,863
Assistant Varsity Track, Boys	0.1240	1.000	\$3,863
Assistant Varsity Track, Boys	0.1240	1.000	\$3,863
Head 7th & 8th grade Track, Girls	0.0900	1.000	\$2,804
Head 7th & 8th grade Track, Boys	0.0900	1.000	\$2,804
Assistant 7th & 8th grade Track, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Track, Girls	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Track, Boys	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Track, Boys	0.0600	1.000	\$1,869
BASEBALL			
Head Varsity Baseball	0.1700	1.000	\$5,296
Assistant Varsity Baseball	0.1240	1.000	\$3,863
Head Sophomore (10th) Baseball	0.1240	1.000	\$3,863
Head Freshman	0.1240	1.000	\$3,863
SOFTBALL			
Head Varsity Softball	0.1700	1.000	\$5,296
Assistant Varsity Softball	0.1240	1.000	\$3,863
Head Sophomore Softball	0.1240	1.000	\$3,863
Head Freshman Softball	0.1240	1.000	\$3,863
GOLF			
Head Varsity Golf, Girls	0.1700	1.000	\$5,296
Head Varsity Golf, Boys	0.1700	1.000	\$5,296
TENNIS			
Head Varsity Tennis, Girls	0.1700	1.000	\$5,296
Head Varsity Tennis, Boys	0.1700	1.000	\$5,296
Assistant Varsity Tennis	0.1240	1.000	\$3,863
SOCCER			
Head Varsity Soccer, Girls	0.1700	1.000	\$5,296
Head Varsity Soccer, Boys	0.1700	1.000	\$5,296
Assistant Varsity Soccer, Girls	0.1240	1.000	\$3,863

Assistant Varsity Soccer, Girls	0.1240	1.000	\$3,863
Assistant Varsity Soccer, Boys	0.1240	1.000	\$3,863
Assistant Varsity Soccer, Boys	0.1240	1.000	\$3,863
SWIMMING			
Head Varsity Swimming, Girls	0.1700	1.000	\$5,296
Head Varsity Swimming, Boys	0.1700	1.000	\$5,296
Assistant Varsity Swimming, Girls	0.1240	1.000	\$3,863
Assistant Varsity Swimming, Boys	0.1240	1.000	\$3,863
7th & 8th grade Swimming, Girls	0.0900	1.000	\$2,804
7th & 8th grade Swimming, Boys	0.0900	1.000	\$2,804
VOLLEYBALL			
Head Varsity Volleyball	0.1700	1.000	\$5,296
Assistant Varsity Volleyball	0.1240	1.000	\$3,863
Head Sophomore Volleyball	0.1240	1.000	\$3,863
Head Freshman (9th) Volleyball	0.1240	1.000	\$3,863
Head Freshman (9th) Volleyball	0.1240	1.000	\$3,863
Head 8th grade Volleyball	0.0900	1.000	\$2,804
Head 8th grade Volleyball	0.0900	1.000	\$2,804
Head 7th grade Volleyball	0.0900	1.000	\$2,804
Head 7th grade Volleyball	0.0900	1.000	\$2,804
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,869
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,869
BOWLING			
Head Varsity Bowling	0.1700	1.000	\$5,296
Other Sports Related			
Strength and Conditioning Coach/Fitness Center	0.3225	1.000	\$10,046
Varsity Trainer	0.2800	1.000	\$8,722
Varsity Trainer (.50 paid from District)	0.2800	0.500	\$4,361
Varsity Trainer (.50 paid from Activity)	0.2800	0.500	\$4,361
Head Intramural Program (MS)	0.1580	1.000	\$4,922
Head Intramural Program (MS)	0.1580	1.000	\$4,922
Director Elementary PE/Intra-Extramural	0.1580	1.000	\$4,922
5th grade Intra-Extramural	0.1520	1.000	\$4,735
5th grade Intra-Extramural	0.1520	1.000	\$4,735
5th grade Intra-Extramural	0.1520	1.000	\$4,735
5th grade Intra-Extramural	0.1520	1.000	\$4,735
5th grade Intra-Extramural	0.1520	1.000	\$4,735
5th grade Intra-Extramural	0.1520	1.000	\$4,735
Athletic Director (MS)	0.2500	1.000	\$7,788
Assistant Intramural (MS/Fall)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Early Spring)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Late Spring)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Football)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Football)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Basketball)	0.0380	1.000	\$1,184
Assistant Intramural (MS/Wrestling)	0.0380	1.000	\$1,184
Cheerleading (HS)	0.2000	1.000	\$6,230
Assistant Cheerleading (HS)	0.0900	1.000	\$2,803
Dance/Drill Team Supervisor (HS)	0.1500	1.000	\$4,673

FINE ARTS

Instrumental - Director (HS)	0.2500	1.000	\$9,791
Instrumental - Director (HS)	0.2500	1.000	\$7,788
Instrumental - Director/Jazz Band Director (MS)	0.1200	1.000	\$3,844
Instrumental - Director (MS)	0.0900	1.000	\$2,804
Instrumental - Director (Elem)	0.0900	1.000	\$2,804
Vocal - Director/ Show Choir (HS)	0.2500	1.000	\$7,788
Vocal - Director/ Prep Choir/Musical (.50) (HS)	0.1250	1.000	\$3,894
Vocal - Director (MS)	0.0900	1.000	\$2,804
Vocal - Director (MS)	0.0900	1.000	\$2,804
Orchestra - Director (HS)	0.1500	1.000	\$4,673
Orchestra - Director (MS)	0.0900	1.000	\$2,804
Orchestra - Director (Elem)	0.0900	1.000	\$2,804
Drama/Musical - Director (HS)	0.2500	1.000	\$7,788
Drama - Director (MS)	0.0450	1.000	\$1,402
Drama - Assistant Director (MS)	0.0250	1.000	\$779
Musical - Director (MS)	0.0450	1.000	\$1,402
Speech/Debate - Director (HS)	0.2000	1.000	\$6,230
Speech/Debate - Assistant Director (HS)	0.1200	1.000	\$3,738
Newspaper (HS)	0.1080	1.000	\$3,365
Newspaper (MS)	0.0750	1.000	\$2,336
Yearbook (HS)	0.1080	1.000	\$3,365

Club Sponsor

Club Sponsor (HS) (German)	0.0400	1.000	\$1,247
Club Sponsor (HS) (FBLA)	0.0400	1.000	\$1,246
Club Sponsor (HS) (HIV/AIDS) (Peer Educators)	0.0400	1.000	\$1,247
Club Sponsor (HS) (French)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Thespian)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Art)	0.0400	1.000	\$1,247
Club Sponsor (HS) (National Honor Society)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Key)	0.0400	1.000	\$1,247
Club Sponsor (HS) (RSVP)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Spanish)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Science)	0.0400	1.000	\$1,247
Club Sponsor (HS) (AMICUS) (Best Buddies)	0.0400	1.000	\$1,247
Club Sponsor (HS) (Scholastic Bowl)	0.0400	1.000	\$1,247
Club Sponsor (MS) (Computer)	0.0400	1.000	\$1,247
Club Sponsor (MS) (Art)	0.0400	1.000	\$1,247
Club Sponsor (MS) (Science)	0.0400	1.000	\$1,247

Trip Exchanges (International) **see table at end of schedule

England (travel Fall even yrs / host Spring odd yrs)	0.0570	1.000	\$1,776
Costa Rica (travel June even yrs / host Fall odd yrs)	0.0570	1.000	\$1,776
German (GAPP) (travel June even yrs / host Fall odd yrs)	0.0570	1.000	\$1,776
France (travel June even yrs)	0.0570	1.000	\$1,776

Misc

Head Nurse	0.0400	1.000	\$1,247
Head Guidance	0.0400	1.000	\$1,247

Lunchroom Supervision, All levels

Lunchroom Supervision (MT)	0.0450	1.000	\$1,402
Lunchroom Supervision (PN)	0.0450	1.000	\$1,402
Lunchroom Supervision (GW)	0.0450	1.000	\$1,402
Lunchroom Supervision (NA)	0.0450	1.000	\$1,402

Lunchroom Supervision (TJ)	0.0450	1.000	\$1,402
Lunchroom Supervision (HH)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (MS)	0.0450	1.000	\$1,402
Lunchroom Supervision (HS)	0.0910	1.000	\$2,835
Lunchroom Supervision (HS)	0.0910	1.000	\$2,835
Lunchroom Supervision (HS)	0.0910	1.000	\$2,835
Safety Patrol, Elementary			
Safety Patrol, Elementary	0.0400	1.000	\$1,247
Safety Patrol, Elementary	0.0400	1.000	\$1,247
Safety Patrol, Elementary	0.0400	1.000	\$1,247
Safety Patrol, Elementary	0.0400	1.000	\$1,247
Safety Patrol, Elementary	0.0400	1.000	\$1,247
Planetarium Director	0.0910	1.000	\$2,835
Planetarium Assistant Director	0.0640	1.000	\$1,993
Student Council, All levels			
Student Council Sponsor (HS)	0.1500	1.000	\$4,673
Student Council Assistant Sponsor (HS)	0.0750	1.000	\$2,336
Student Council Sponsor (MS)	0.0400	1.000	\$1,247
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
Student Council Sponsor (Elem)	0.0200	1.000	\$623
House Leaders, Middle School			
Team Leader, (MS)/6th grade House #1	0.0860	1.000	\$2,679
Team Leader, (MS)/6th grade House #2	0.0860	1.000	\$2,679
Team Leader, (MS)/6th grade House #3	0.0860	1.000	\$2,679
Team Leader, (MS)/7th grade House #1	0.0860	1.000	\$2,679
Team Leader, (MS)/7th grade House #2	0.0860	1.000	\$2,679
Team Leader, (MS)/7th grade House #3	0.0860	1.000	\$2,679
Team Leader, (MS)/8th grade House #1	0.0860	1.000	\$2,679
Team Leader, (MS)/8th grade House #2	0.0860	1.000	\$2,679
Team Leader, (MS)/8th grade House #3	0.0860	1.000	\$2,679
Team Leaders, Elementary			
Team Leader, Elementary/SpecEd	0.0860	1.000	\$2,679
Team Leaders, Middle School			
Team Leader (MS)/Allied Arts	0.0860	1.000	\$2,679
Team Leader (MS)/Vocal & Instrumental Music	0.0860	1.000	\$2,679
Team Leader (MS)/PE & Health	0.0860	1.000	\$2,679
Team Leader (MS)/SpecEd	0.0860	1.000	\$2,679
Team Leaders, High School			
Team Leader (HS)/Lang Arts	0.0860	1.000	\$2,679
Team Leader (HS)/Soc Studies	0.0860	1.000	\$2,679

Team Leader (HS)/Mod Lang	0.0860	1.000	\$2,679
Team Leader (HS)/Art	0.0860	1.000	\$2,679
Team Leader (HS)/Fine Arts	0.0860	1.000	\$2,679
Team Leader (HS)/Business	0.0860	1.000	\$2,679
Team Leader (HS)/Industrial Arts	0.0860	1.000	\$2,679
Team Leader (HS)/Family Consumer Science	0.0860	1.000	\$2,679
Team Leader (HS)/Math	0.0860	1.000	\$2,679
Team Leader (HS)/Science	0.0860	1.000	\$2,679
Team Leader (HS)/Guidance	0.0860	1.000	\$2,679
Team Leader (HS)/SpecEd	0.0860	1.000	\$2,679
Team Leader (HS)/PE	0.0860	1.000	\$2,679
Team Leader (HS)/Library	0.0860	1.000	\$2,679

\$766,307

Teacher Leadership Compensation

Curr & Professional Development Leader (Math)	DIST	\$10,000
Curr & Professional Development Leader (STEAM)	DIST	\$10,000
Curr & Professional Development Leader (Literacy)	DIST	\$10,000
Instructional Coach	BHS	\$5,000
Instructional Coach	BHS	\$5,000
Instructional Coach	BHS	\$5,000
Instructional Coach	BMS	\$5,000
Instructional Coach	BMS	\$5,000
Instructional Coach	BMS	\$5,000
Instructional Coach	GW	\$5,000
Instructional Coach	HH	\$5,000
Instructional Coach	MT	\$5,000
Instructional Coach	NA	\$5,000
Instructional Coach	PN	\$5,000
Instructional Coach	TJ/HH/PN	\$5,000
Instructional Coach / Technology Integration (Secondary)	DIST	\$5,000
Instructional Coach / Technology Integration (Elementary)	DIST	\$5,000
Instructional Coach / Technology Integration (Elementary)	DIST	\$5,000
Literacy Coach	NA	\$5,000
Literacy Coach	MT	\$5,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BHS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000
Model Teacher	BMS	\$2,000

Model Teacher	BMS	\$2,000
Model Teacher	GW	\$2,000
Model Teacher	GW	\$2,000
Model Teacher	HH	\$2,000
Model Teacher	HH	\$2,000
Model Teacher	HH	\$2,000
Model Teacher	MT	\$2,000
Model Teacher	MT	\$2,000
Model Teacher	NA	\$2,000
Model Teacher	NA	\$2,000
Model Teacher	PN	\$2,000
Model Teacher	PN	\$2,000
Model Teacher	PN	\$2,000
Model Teacher	TJ	\$2,000
Model Teacher	Dist	\$2,000
		\$183,000

Schedule D Table

**International Trip Exchanges	Pay through requisition upon completion of activity	
*England	Travel Abroad	Fall Even Years
	Host	Spring Odd Years
*Costa Rica	Travel Abroad	June Even Years
	Host	Fall Even Years
*German (GAPP)	Travel Abroad	June Even Years
	Host	Fall Even Years
International Trips		
*France	Travel Abroad	June Even Years

SCHEDULE "H"

**TEACHER SALARY SUPPLEMENT
for
THE BETTENDORF COMMUNITY SCHOOL DISTRICT
and
THE BETTENDORF EDUCATION ASSOCIATION**

The Bettendorf Community School District and the Bettendorf Education Association agree to the following distribution formula for Teacher Salary Supplement:

- I. Employees shall receive an equal distribution of Teacher Salary Supplement based on their FTE (Full Time Equivalency).
- II. The total dollars for distribution shall be determined annually based upon the formula from the state.
- III. Employees on unpaid leave shall not receive Teacher Salary Supplement.
- IV. Teacher Salary Supplement payments shall be subject to coverage under long term disability and workers compensation insurance as required by law.
- V. Teacher Salary Supplement payments shall be made monthly from September through August. Payments are contingent upon receipt of the Teacher Salary Supplement from the State. In the event the Teacher Salary Supplement payment from the state is reduced, then the payment to the teaching personnel shall be adjusted according to state law.
- VI. Teacher Salary Supplement payments shall be paid in their regular monthly check.
- VII. FICA and IPERS shall be deducted from the Teacher Salary Supplement payments in accordance with the law.
- VIII. Because of additional staffing that may be needed, the parties agree to hold an amount equal to 2.5% in reserve. The full-time equivalency used to determine the payment shall be negotiated annually in bargaining.
- IX. Teacher Salary Supplement shall not be used for determining per diem rates for extended contracts or for Teacher Professional Development per diem.
- X. Teacher Salary Supplement shall not be used in the calculation of Schedule D amounts.
- XI. For the 2010/2011 year only, teachers who do not get step movement going from 2009/2010 to 2010/2011 will receive an additional \$200 of Teacher Salary Supplement. The full equivalency supplemental payment for 2015/2016 will be determined after all teachers are in place.

For the Association

For the District

Date

Date