

**Master Contract**

**Between**

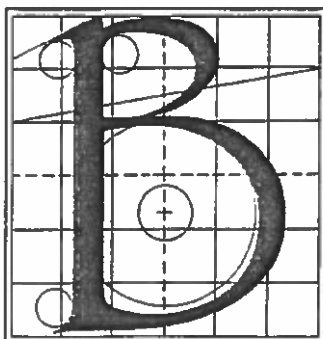
**The Bettendorf Community School District**

**and**

**The Bettendorf Education Association  
(BEA)**

**for the**

**2021 - 2025  
School Years**



**July 2020**

## 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 .....	3
Article VII Hours of Work.....	5
Article VIII Health & Safety .....	7
Article IX Seniority .....	7
Article X Leaves .....	8
Article XI Professional Development.....	12
Article XII Wages and Salaries .....	13
Article XVIII Compliance Clauses and Duration .....	15
Schedule "A" Grievance Report.....	17
Schedule "C" Salary Schedules.....	21
Non-Degree Salary Schedule .....	22
Schedule "D" Increment Schedule .....	23
Schedule "H" Teacher Salary Supplement.....	29

## 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**

5.1 - 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.

5.2 - Liability and Errors - Any errors regarding deductions shall be immediately reported by an employee to the Payroll Department. 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.

5.3 - 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: If the aggrieved person or the association is not satisfied with the disposition of the grievance by the superintendent or his designee, or if no disposition has been made within ten (10) school days of receipt of the said grievance, the aggrieved person and the association shall meet within five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to appeal to the School Board. If the association determines that the grievance is meritorious, it may submit the grievance to appeal to School Board within five (5) school days of the superintendent's Level II answer. Within ten (10) school days after written notice of appeal to the Board, the Superintendent and the association shall set a mutually acceptable date for appeal to be held in private session with the board at the mutually agreed upon date. The Board shall issue their decision not later than fifteen (15) school days from the date of the close of the appeal. The board's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The decision of the board shall not add to, subtract from, or modify the provisions of this agreement and shall be final and binding on the parties.

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 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 notice for such meetings will be provided to employees participating therein at least one day prior to such meetings, except in the case of emergencies.

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 <sup>th</sup> – 90 minutes 7 <sup>th</sup> – 90 minutes 8 <sup>th</sup> – 90 minutes <u>Spring</u> 6 <sup>th</sup> – 90 minutes 7 <sup>th</sup> – 90 minutes 8 <sup>th</sup> – 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 shall be allocated in increments of fifteen (15) minutes and 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 (up to three (3) additional days for new employees), made up of a combination of student contact days, work days, in-service days and seven (7) paid holidays: (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, President's Day, Good Friday, and Memorial Day). (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.

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 outlined in the employee handbook.

## ARTICLE X - LEAVES

10.1 - 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 five (5) days available in the next school year. To use five (5) days consecutively requires Superintendent or designee approval. This decision is final and cannot be grieved. Any unused personal leave beyond that will be converted to sick leave.

10.2 - 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 three (3) 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. There is no longer a requirement to enter the sick leave reason in the Time and Attendance system.

10.3 - 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 (or dependent minor living in the home), parent, brother, sister, father-in-law, mother-in-law, daughter-in-law or son-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.

**10.4 - Bereavement Leave** - An employee shall be granted up to seven (7) working days leave of absence per incident with pay in the event of a death in the employee's immediate family, which is defined as the employee's spouse, child, grandchildren, parent, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law or son-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, 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.

**10.5 - 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

**10.6 - 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.

**10.7 - 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 personal judicial proceedings involving the employee.

When called to serve on jury duty, employees must elect to be paid for services. The employee does not need to turn in the check to the district. The employee may cash the check received for services. The district will automatically deduct the daily service rate from payroll. Employees must ask for a service summary from the Clerk of the Court which details the daily rate of pay. This is to be submitted to the Payroll Department for processing.

10.8 - 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.

10.9 - 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.

10.10 - 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.

10.11 - 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.

10.12 - 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.

10.13 - 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.

10.14 – 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 XI PROFESSIONAL DEVELOPMENT

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

11.2 - 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 unless prior agreement is reached and signed off by the Superintendent/designee and the Employee.
- 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 Superintendent/designee 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 Superintendent or designee 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 Superintendent/designee may be referred to the Staff Development Committee for further consideration. A final decision will be made collaboratively.

## **ARTICLE XII - WAGES AND SALARIES**

12.1 - 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.

## 12.2 - 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 credit for military or business and industry professionals shall be evaluated by the Superintendent or designee and will be given upon verification and evaluation in placing a teacher new to the system on the salary schedule.

## 12.3 - Advancement of Salary Schedule

### 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.

## 12.4 - 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 paycheck on the Friday of the normal pay period.
- c. Summer Checks - Summer checks will be directly deposited in the Employee's account.
- 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.

12.5 - 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.

12.6 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 \$26.14 per hour for the 2020-2021 school year provided they have prior written approval by the Superintendent. 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.

#### 12.7 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 \$15.25 per hour for the 2020-2021 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 fundraising 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.

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.

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

### ARTICLE XIII - COMPLIANCE CLAUSES AND DURATION

13.1 - 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.

13.2 - 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.

13.3 - Printing Agreement - Copies of this Agreement shall be made available online for all employees. Employees may request a printed copy from the Human Resources department or print from the District website.

13.4 - 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

13.5 - 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.

13.6 - Duration - This Agreement shall be effective from July 1, 2020, and shall continue in full force and effect until June 30, 2025. The contract shall be opened each year of the agreement for discussion of base wages and any other mutually agreed upon terms.

In witness whereof the parties have caused this Agreement to be

signed by their respective presidents on the

6 day of June 2020.

BY  \_\_\_\_\_, Chief Negotiator  
BETTENDORF EDUCATION ASSOCIATION

BY  \_\_\_\_\_, President  
BETTENDORF COMMUNITY SCHOOL DISTRICT

**SCHEDULE "A"**  
**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:

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(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 School Board)

\_\_\_\_\_  
(Date Received by School Board)

C. Disposition

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
(Signature of Board President) 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" 2020/2021 - Combined

Base-\$31,850/TSS-\$5,950

Step	Index	BA	Index	BA+15	Index	BA+30	Index	MA	Index	MA+15	Index	MA+30	Index	MA+45
0	1.000	31,850	1.050	33,443	1.100	35,035	1.180	37,583	1.230	39,176	1.280	40,768	1.330	42,361
1	1.040	37,800	1.090	39,393	1.140	40,985	1.230	43,533	1.280	45,126	1.330	46,718	1.380	48,311
2	1.090	33,124	1.140	34,717	1.190	36,309	1.280	39,176	1.330	40,768	1.380	42,361	1.430	43,953
3	1.140	39,074	1.190	40,667	1.240	42,259	1.330	45,126	1.380	46,718	1.430	48,311	1.480	49,903
4	1.190	34,717	1.240	36,309	1.290	41,087	1.380	43,953	1.430	45,546	1.480	47,138	1.530	48,731
5	1.240	40,667	1.290	42,259	1.340	43,852	1.430	46,718	1.480	48,311	1.530	50,323	1.580	51,916
6	1.290	36,309	1.340	37,902	1.390	39,494	1.480	42,361	1.530	44,187	1.580	46,080	1.630	47,773
7	1.340	42,259	1.390	43,852	1.440	45,444	1.530	48,311	1.580	50,323	1.630	52,235	1.680	54,147
8	1.390	37,902	1.440	39,494	1.490	41,087	1.580	43,953	1.630	45,546	1.680	47,138	1.730	48,731
9	1.440	43,852	1.490	45,444	1.540	47,037	1.630	50,323	1.680	52,235	1.730	54,147	1.780	56,059
10	1.490	39,494	1.540	41,087	1.590	42,679	1.680	45,546	1.730	48,311	1.780	50,323	1.830	52,235
11	1.540	45,444	1.590	47,037	1.640	48,629	1.730	51,916	1.780	54,147	1.830	56,059	1.880	57,866
12	1.550	41,087	1.610	42,679	1.660	44,272	1.750	48,164	1.800	50,323	1.850	52,235	1.900	54,147
13		47,037	1.660	49,049	1.710	50,642	1.800	54,147	1.850	58,286	1.900	61,471	1.950	64,236
14		53,407	1.710	54,999	1.760	56,592	1.900	61,471	1.950	64,236	2.000	67,421	2.050	69,013
15		49,049	1.760	50,642	1.810	52,235	1.950	58,286	2.000	61,471	2.050	64,236	2.100	66,248
16		54,999	1.810	56,592	1.860	58,286	2.000	64,236	2.050	67,421	2.100	70,006	2.150	71,818
17		49,368	1.860	51,279	1.910	52,871	2.100	62,108	2.150	65,013	2.200	67,421	2.250	69,013
		55,318	1.910	57,229	1.960	59,458	2.150	68,058	2.200	70,006	2.250	72,006	2.300	73,791
														74,428

**LONGEVITY INCREMENT:** Those employees in the BA, BA+15, and BA+30 salary lanes will receive a longevity increment of 6% of Base Salary (\$1,911) for 18 years of experience credit service, and 3% of Base Salary or cumulatively 9% (\$2,867) 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 (\$1,911) for 18 years of experience credit service, 6% or cumulatively 12% (\$3,822) for 21 years of experience credit service, and 4% or cumulatively 16% (\$5,096) 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 (\$2,230) for 18 years of experience credit service, 6% or cumulatively 13% (\$4,141) for 21 years of experience credit service, and 4% or cumulatively 17% (\$5,415) 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
<b>FOOTBALL</b>			
Head Varsity Football	0.2500	1.000	\$7,963
Assistant Varsity Football	0.1500	1.000	\$4,778
Assistant Varsity Football	0.1500	1.000	\$4,778
Assistant Varsity Football	0.1500	1.000	\$4,778
Assistant Varsity Football	0.1500	1.000	\$4,778
Head Sophomore (10th) Football	0.1500	1.000	\$4,778
Assistant Sophomore (10th) Football	0.1240	1.000	\$3,949
Assistant Sophomore (10th) Football	0.1240	1.000	\$3,949
Head Freshman (9th) Football	0.1500	1.000	\$4,778
Head Freshman (9th) Football	0.1500	1.000	\$4,778
Assistant Freshman (9th) Football	0.1240	1.000	\$3,949
Assistant Freshman (9th) Football	0.1240	1.000	\$3,949
Head 8th grade Football	0.0900	1.000	\$2,867
Head 8th grade Football	0.0900	1.000	\$2,867
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	\$2,867
Head 7th grade Football	0.0900	1.000	\$2,867
Assistant 7th grade Football	0.0600	1.000	\$1,911
Assistant 7th grade Football	0.0600	1.000	\$1,911
<b>BASKETBALL</b>			\$0
Head Varsity Basketball, Girls	0.2500	1.000	\$7,963
Head Varsity Basketball, Boys	0.2500	1.000	\$7,963
Assistant Varsity Basketball, Girls	0.1500	1.000	\$4,778
Assistant Varsity Basketball, Boys	0.1500	1.000	\$4,778
Head JV Basketball, Girls (Sophomore)	0.1500	1.000	\$4,778
Head Sophomore (10th) Basketball, Boys	0.1500	1.000	\$4,778
Assistant JV Basketball, Girls (Sophomore)	0.1240	1.000	\$3,949
Assistant Sophomore (10th) Basketball, Boys	0.1240	1.000	\$3,949
Head Freshman (9th) Basketball, Girls	0.1500	1.000	\$4,778
Head Freshman (9th) Basketball, Boys	0.1500	1.000	\$4,778
Head Freshman (9th) Basketball, Boys	0.1500	1.000	\$4,778
Head 8th grade Basketball, Girls	0.0900	1.000	\$2,867
Head 8th grade Basketball, Girls	0.0900	1.000	\$2,867
Head 8th grade Basketball, Boys	0.0900	1.000	\$2,867
Head 8th grade Basketball, Boys	0.0900	1.000	\$2,867
Head 7th grade Basketball, Girls	0.0900	1.000	\$2,867
Head 7th grade Basketball, Girls	0.0900	1.000	\$2,867
Head 7th grade Basketball, Boys	0.0900	1.000	\$2,867
Head 7th grade Basketball, Boys	0.0900	1.000	\$2,867
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Basketball, Boys	0.0600	1.000	\$1,911
<b>WRESTLING</b>			\$0
Head Varsity Wrestling	0.2500	1.000	\$7,963
Assistant Varsity Wrestling	0.1500	1.000	\$4,778

Head Sophomore (10th) Wrestling	0.1500	1.000	\$4,778
Assistant Sophomore (10th) Wrestling	0.1240	1.000	\$3,949
Head Freshman (9th) Wrestling	0.1500	1.000	\$4,778
Head 7th & 8th grade Wrestling	0.0900	1.000	\$2,867
Assistant 7th & 8th grade Wrestling	0.0600	1.000	\$1,911
<b>CROSS COUNTRY</b>			\$0
Head Varsity Cross Country, Girls	0.1700	1.000	\$5,415
Head Varsity Cross Country, Boys	0.1700	1.000	\$5,415
Assistant Varsity Cross Country	0.1240	1.000	\$3,949
Cross Country, Middle School	0.0900	1.000	\$2,867
Assistant 7th & 8th grade Cross Country (MS)	0.0600	1.000	\$1,911
<b>TRACK</b>			\$0
Head Varsity Track, Girls	0.1700	1.000	\$5,415
Head Varsity Track, Boys	0.1700	1.000	\$5,415
Assistant Varsity Track, Girls	0.1240	1.000	\$3,949
Assistant Varsity Track, Girls	0.1240	1.000	\$3,949
Assistant Varsity Track, Girls	0.1240	1.000	\$3,949
Assistant Varsity Track, Boys	0.1240	1.000	\$3,949
Assistant Varsity Track, Boys	0.1240	1.000	\$3,949
Assistant Varsity Track, Boys	0.1240	1.000	\$3,949
Assistant Varsity Track, Boys	0.1240	1.000	\$3,949
Head 7th & 8th grade Track, Girls	0.0900	1.000	\$2,867
Head 7th & 8th grade Track, Boys	0.0900	1.000	\$2,867
Assistant 7th & 8th grade Track, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Track, Girls	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Track, Boys	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Track, Boys	0.0600	1.000	\$1,911
<b>BASEBALL</b>			\$0
Head Varsity Baseball	0.1700	1.000	\$5,415
Assistant Varsity Baseball	0.1240	1.000	\$3,949
Head Sophomore (10th) Baseball	0.1240	1.000	\$3,949
Head Freshman Baseball	0.1240	1.000	\$3,949
<b>SOFTBALL</b>			\$0
Head Varsity Softball	0.1700	1.000	\$5,415
Assistant Varsity Softball	0.1240	1.000	\$3,949
Head JV Softball	0.1240	1.000	\$3,949
Head Freshman/Assistant JV Softball	0.1240	1.000	\$3,949
<b>GOLF</b>			\$0
Head Varsity Golf, Girls	0.1700	1.000	\$5,415
Head Varsity Golf, Boys	0.1700	1.000	\$5,415
<b>TENNIS</b>			\$0
Head Varsity Tennis, Girls	0.1700	1.000	\$5,415
Head Varsity Tennis, Boys	0.1700	1.000	\$5,415
Assistant Varsity Tennis	0.1240	1.000	\$3,949
<b>SOCCER</b>			\$0
Head Varsity Soccer, Girls	0.1700	1.000	\$5,415
Head Varsity Soccer, Boys	0.1700	1.000	\$5,415
Assistant Varsity Soccer, Girls	0.1240	1.000	\$3,949
Assistant Varsity Soccer, Girls	0.1240	1.000	\$3,949
Assistant Varsity Soccer, Boys	0.1240	1.000	\$3,949
Assistant Varsity Soccer, Boys	0.1240	1.000	\$3,949
<b>SWIMMING</b>			\$0
Head Varsity Swimming, Girls	0.1700	1.000	\$5,415
Head Varsity Swimming, Boys	0.1700	1.000	\$5,415
Assistant Varsity Swimming, Girls	0.1240	1.000	\$3,949
Assistant Varsity Swimming, Boys	0.1240	1.000	\$3,949
7th & 8th grade Swimming, Girls	0.0900	1.000	\$2,867
7th & 8th grade Swimming, Boys	0.0900	1.000	\$2,867
<b>VOLLEYBALL</b>			\$0
Head Varsity Volleyball	0.1700	1.000	\$5,415

Assistant Varsity Volleyball	0.1240	1.000	\$3,949
Head JV Volleyball (Sophomore)	0.1240	1.000	\$3,949
Head Freshman (9th) Volleyball	0.1240	1.000	\$3,949
Head Freshman (9th) Volleyball	0.1240	1.000	\$3,949
Head 8th grade Volleyball	0.0900	1.000	\$2,867
Head 8th grade Volleyball	0.0900	1.000	\$2,867
Head 7th grade Volleyball	0.0900	1.000	\$2,867
Head 7th grade Volleyball	0.0900	1.000	\$2,867
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,911
Assistant 7th & 8th grade Volleyball	0.0600	1.000	\$1,911
<b>BOWLING</b>			\$0
Head Varsity Bowling	0.1700	1.000	\$5,415
<b>Other Sports Related</b>			\$0
Strength and Conditioning Coach/Fitness Center	0.3225	1.000	\$10,272
Varsity Trainer	0.2800	1.000	\$8,918
Varsity Trainer (.50 paid from District)	0.2800	0.500	\$4,459
Varsity Trainer (.50 paid from Activity)	0.2800	0.500	\$4,459
Head Intramural Program (MS)	0.1580	1.000	\$5,032
Head Intramural Program (MS)	0.1580	1.000	\$5,032
Director Elementary PE/Intra-Extramural	0.1580	1.000	\$5,032
5th grade Intra-Extramural	0.1520	1.000	\$4,841
5th grade Intra-Extramural	0.1520	1.000	\$4,841
5th grade Intra-Extramural	0.1520	1.000	\$4,841
5th grade Intra-Extramural	0.1520	1.000	\$4,841
5th grade Intra-Extramural	0.1520	1.000	\$4,841
Athletic Director (MS)	0.2500	1.000	\$7,963
Assistant Intramural (MS/Fall)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Early Spring)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Late Spring)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Football)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Football)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Basketball)	0.0380	1.000	\$1,210
Assistant Intramural (MS/Wrestling)	0.0380	1.000	\$1,210
Cheerleading (HS)	0.1500	1.000	\$4,778
Assistant Cheerleading (HS)	0.0700	1.000	\$2,229
Assistant Cheerleading (HS)	0.0700	1.000	\$2,229
Dance/Drill Team Supervisor (HS)	0.1500	1.000	\$4,778
<b>FINE ARTS (positions correspond to contract teaching position)</b>			\$0
Instrumental - Director (HS)	0.2500	1.000	\$9,791
Instrumental - Director (HS)	0.2500	1.000	\$7,963
Instrumental - Director/Jazz Band Director (MS)	0.1200	1.000	\$3,844
Instrumental - Director (MS)	0.0900	1.000	\$2,867
Instrumental - Director (Elem)	0.0900	1.000	\$2,867
Instrumental - Director (Elem)	0.0900	1.000	\$2,867
Vocal - Director/Show Choir (HS)	0.2500	1.000	\$7,963
Vocal - Director/Prep Choir/Musical (HS)	0.2500	1.000	\$7,963
Vocal - Director (MS)	0.0900	1.000	\$2,867
Vocal - Director (MS)	0.0900	1.000	\$2,867
Orchestra - Director (HS)	0.1500	1.000	\$4,778
Orchestra - Director (MS)	0.0900	1.000	\$2,867
Orchestra - Director (Elem)	0.0900	1.000	\$2,867
Orchestra - Director (Elem)	0.0900	1.000	\$2,867
Drama/Musical - Director (HS)	0.2500	1.000	\$7,963
Drama - Director (MS)	0.0450	1.000	\$1,433
Drama - Assistant Director (MS)	0.0250	1.000	\$796
Musical - Director (MS)	0.0450	1.000	\$1,433
Speech/Debate - Director (HS)	0.2000	1.000	\$6,370

Speech/Debate - AssistantDirector (HS)	0.1200	1.000	\$3,822
Newspaper (HS)	0.1080	1.000	\$3,440
Newspaper (MS)	0.0750	1.000	\$2,389
Yearbook (HS)	0.1080	1.000	\$3,440
Club Sponsor			\$0
Club Sponsor (HS) (German)	0.0400	1.000	\$1,275
Club Sponsor (HS) (FBLA)	0.0400	1.000	\$1,274
Club Sponsor (HS) (SAVE) (Peer Educators)	0.0400	1.000	\$1,275
Club Sponsor (HS) (French)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Thesplan)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Art)	0.0400	1.000	\$1,275
Club Sponsor (HS) (National Honor Society)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Key)	0.0400	1.000	\$1,275
Club Sponsor (HS) (RSVP)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Spanish)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Science)	0.0400	1.000	\$1,275
Club Sponsor (HS) (AMICUS) (Best Buddies)	0.0400	1.000	\$1,275
Club Sponsor (HS) (Scholastic Bowl)	0.0400	1.000	\$1,275
Club Sponsor (MS) (Computer)	0.0400	1.000	\$1,275
Club Sponsor (MS) (Art)	0.0400	1.000	\$1,275
Club Sponsor (MS) (Science)	0.0400	1.000	\$1,275
Trip Exchanges (International)			\$0
England (travel Fall even yrs / host Spring odd yrs)	0.0570	1.000	\$1,815
Costa Rica (travel June even yrs / host Fall odd yrs)	0.0570	1.000	\$1,815
German (GAPP) (travel June even yrs / host Fall odd yrs)	0.0570	1.000	\$1,815
France (travel June even yrs)	0.0570	1.000	\$1,815
Misc			\$0
Head Nurse	0.0400	1.000	\$1,275
Head Guidance	0.0400	1.000	\$1,275
Lunchroom Supervision, All levels			\$0
Lunchroom Supervision (MT)	0.0450	1.000	\$1,433
Lunchroom Supervision (PN)	0.0450	1.000	\$1,433
Lunchroom Supervision (GW)	0.0450	1.000	\$1,433
Lunchroom Supervision (NA)	0.0450	1.000	\$1,433
Lunchroom Supervision (HH)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (MS)	0.0450	1.000	\$1,433
Lunchroom Supervision (HS)	0.0910	1.000	\$2,898
Lunchroom Supervision (HS)	0.0910	1.000	\$2,898
Lunchroom Supervision (HS)	0.0910	1.000	\$2,898
Safety Patrol, Elementary			\$0
Safety Patrol, Elementary	0.0400	1.000	\$1,275
Safety Patrol, Elementary	0.0400	1.000	\$1,275
Safety Patrol, Elementary	0.0400	1.000	\$1,275
Safety Patrol, Elementary	0.0400	1.000	\$1,275
Planetarium Director	0.0910	1.000	\$2,898
Planetarium Assistant Director	0.0640	1.000	\$2,038
Student Council, All levels			\$0
Student Council Co-Sponsor (HS)	0.1125	1.000	\$3,583
Student Council Co-Sponsor (HS)	0.1125	1.000	\$3,583
Student Council Sponsor (MS)	0.0400	1.000	\$1,275
Student Council Sponsor (Elem)	0.0200	1.000	\$637

Student Council Sponsor (Elem)	0.0200	1.000	\$637
Student Council Sponsor (Elem)	0.0200	1.000	\$637
Student Council Sponsor (Elem)	0.0200	1.000	\$637
Student Council Sponsor (Elem)	0.0200	1.000	\$637
House Leaders, Middle School			\$0
Team Leader, (MS)/6th grade House #1	0.0860	1.000	\$2,739
Team Leader, (MS)/6th grade House #2	0.0860	1.000	\$2,739
Team Leader, (MS)/6th grade House #3	0.0860	1.000	\$2,739
Team Leader, (MS)/7th grade House #1	0.0860	1.000	\$2,739
Team Leader, (MS)/7th grade House #2	0.0860	1.000	\$2,739
Team Leader, (MS)/7th grade House #3	0.0860	1.000	\$2,739
Team Leader, (MS)/8th grade House #1	0.0860	1.000	\$2,739
Team Leader, (MS)/8th grade House #2	0.0860	1.000	\$2,739
Team Leader, (MS)/8th grade House #3	0.0860	1.000	\$2,739
Team Leaders, Elementary			\$0
Team Leader, Elementary/SpecEd	0.0860	1.000	\$2,739
Team Leaders, Middle School			\$0
Team Leader (MS)/Allied Arts	0.0860	1.000	\$2,739
Team Leader (MS)/Vocal & Instrumental Music	0.0860	1.000	\$2,739
Team Leader (MS)/PE & Health	0.0860	1.000	\$2,739
Team Leader (MS)/SpecEd	0.0860	1.000	\$2,739
Team Leaders, High School			\$0
Team Leader (HS)/Lang Arts	0.0860	1.000	\$2,739
Team Leader (HS)/Soc Studies	0.0860	1.000	\$2,739
Team Leader (HS)/Mod Lang	0.0860	1.000	\$2,739
Team Leader (HS)/Art	0.0860	1.000	\$2,739
Team Leader (HS)/Fine Arts	0.0860	1.000	\$2,739
Team Leader (HS)/Business	0.0860	1.000	\$2,739
Team Leader (HS)/Industrial Arts	0.0860	1.000	\$2,739
Team Leader (HS)/Family Consumer Science	0.0860	1.000	\$2,739
Team Leader (HS)/Math	0.0860	1.000	\$2,739
Team Leader (HS)/Science	0.0860	1.000	\$2,739
Team Leader (HS)/Guidance	0.0860	1.000	\$2,739
Team Leader (HS)/SpecEd	0.0860	1.000	\$2,739
Team Leader (HS)/PE	0.0860	1.000	\$2,739
Team Leader (HS)/Library	0.0860	1.000	\$2,739
			<b>\$779,134</b>
<b>Teacher Leadership Compensation</b>			<b>\$0</b>
Curr & Professional Development Leader (Math)			\$10,000
Curr & Professional Development Leader (STEAM)			\$10,000
Curr & Professional Development Leader (Literacy) Elementary			\$10,000
Curr & Professional Development Leader (Literacy) Secondary			\$10,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach / Technology Integration			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach / Behavior (Secondary)			\$5,000
Instructional Coach / Technology Integration			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach / Technology Integration			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach			\$5,000
Instructional Coach / Behavior (Elem)			\$5,000

Literacy Coach	\$5,000
Literacy Coach	\$5,000
	<b>\$135,000</b>

**Extra-Curricular**

- Drumline Director (HS), \$2867
- Club Sponsor (HS) (FCCLA) \$1275
- (HS) Robotics co-sponsor \$3738
- (HS) Robotics co-sponsor \$3738
- (MS) Robotics co-sponsor \$3738
- (MS) Robotics co-sponsor \$3738

**Schedule D Table**

<b>International Trip Exchanges</b>	<b>Pay through requisition upon completion of activity</b>	
*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
<b>International Trips</b>		
*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 each month 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 paycheck.
- 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.

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
For the District

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

