GEORGE-LITTLE ROCK CSD/EA 06-07

MASTER CONTRACT

BETWEEN THE

GEORGE-LITTLE ROCK
EDUCATION ASSOCIATION

AND THE

GEORGE-LITTLE ROCK
COMMUNITY SCHOOL DISTRICT

FOR THE PERIOD
July 1, 2005 - June 30, 2007

Revision April, 2006

GEORGE and LITTLE ROCK, IOWA

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PUBLIC EMPLOYMENT
RELATIONS BOARD

PREAMBLE

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE I

RECOGNITION

A. UNIT

The Board of Directors of the George-Little Rock Community School District hereby recognizes Iowa State Education Association and the National Education Association as the certified, exclusive and sole negotiating agent for all personnel as set forth in the PERB certification instrument (Case GEA No. 3252) issued by the PERB on the third day of November, 1986.

The unit described in the above certification is as follows:

INCLUDED: All regular and part-time professionally certified employees including classroom Teachers K-12, Special Education, Title I Teachers, and Guidance Counselor.

EXCLUDED: Superintendent, Principal, Substitute Teachers, and Paraprofessionals and Aides. All other nonprofessionals and all others are excluded under Section 4 of the Act.

B. DEFINITIONS

1. The Term "Board", as used in this Agreement, shall mean the Board of Education of the George-Little Rock Community School District or its duly authorized representatives.

2. The term "employee", as used in this Agreement, shall mean all employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

3. The term "Association", as used in this Agreement shall mean the George-Little Rock Education Association/ISEA or its duly authorized representatives.

ARTICLE II

EMPLOYMENT TERMS

The regular contract work-year for employees shall not exceed one hundred ninety-two (192) days of which one hundred eighty (180) days shall be teaching work days, a maximum of seven (7) shall be non-teaching or in-service days, and five (5) days shall be paid holidays. These days shall be Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day. Two parent-teacher conference days may be scheduled in lieu of two teacher-student contract days. In the event that state mandated staff development days are added beyond contract issue days, additional days will be paid per diem.

ARTICLE III

EMPLOYEE HOURS

A. All full-time employees covered under this contract shall work a minimum of eight (8) hours with a flextime of 7:45 - 3:45 or 8:00 to 4:00 p.m. All part-time employees' working hours will be determined by the individual contract.

B. Assignment of employees to extra duty or for attendance at meetings will be on the following basis:

1. Employees may be required to attend without additional compensation faculty or professional meetings, in addition to the regular staff meetings that may be called during the regular school hours of 8:00 a.m. to 4:00 p.m., one (1) meeting per school month, not to exceed nine (9) per school year. Said school meeting may be called between the hours of 7:30 a.m. and 4:15 p.m.

2. Ticket-taking, hallway supervision, score book keepers, timers, line judges for volleyball, and wrestling tournament workers, cross country track workers and other activity duties will be assigned by the Superintendent after consultation with Athletic Director on a rotational basis to all employees. Each employee will be assigned to two (2) events per year to be worked in exchange for an activity ticket. Employees may choose to work two (2) additional events in exchange for an activity ticket for their respective spouses. Additional events may be worked on a voluntary basis or if asked to work beyond two events, employees will be paid at the rate of $15.00 per event. Duties may take place in building of employment.

3. Bus chaperons for out-of-town events will be on a voluntary basis. Employees who volunteer will be provided with a ticket to the event attended.

4. Music contests and speech contests will be worked on a voluntary basis.

5. Elementary teachers will work music program supervision without compensation.

6. Open House events, if scheduled, will be worked without additional compensation, limited to one event per year.

7. High school class sponsorships will be assigned to employees on a rotational basis. Class sponsors will work class parties and other class events without additional compensation, on a rotational basis. Employees will be assigned Junior Class sponsorship on a rotational basis, but for no longer than two (2) years in succession.

C. Employees shall be entitled to a twenty-five (25) minute duty-free lunch on each full teaching day. Employees may leave the building during their respective duty-free lunch period, after giving notice at the building office.

D. All full-time teachers will have at least one (1) preparation period scheduled during the normal student attendance day. Exceptions would occur when the student attendance day is shortened. Part-time teachers will have preparation time in proportion to their respective percentage of full-time employment.

E. In addition to the time set forth above, employees involved in activities referred to in the Supplemental Pay Schedule B shall devote the required time to that activity.

F. Employees shall not be required to come to work on days when students are not required to be in attendance due to inclement weather including high heat index. In instances of late start, teachers should report thirty (30) minutes prior to student arrival; or in instances of early dismissal, teachers may leave fifteen (15) minutes after student dismissal. There shall be no loss of salary or benefits.

ARTICLE IV

HEALTH PROVISIONS

A. PHYSICAL FITNESS - NEW EMPLOYEES

All new employees are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable disease, including tuberculosis, prior to receiving their first pay check. Such evidence shall be limited to a statement from a licensed physician of the employee's choice. The employer shall pay up to $60 for the cost of such examination unless covered by an insurance carrier.

B. PHYSICAL FITNESS - CONTINUING EMPLOYEES

All continuing employees shall present evidence of physical fitness to perform duties assigned and freedom from communicable disease, including tuberculosis, once every three (3) years. Such evidence shall be limited to a statement from a licensed physician of the employee's choice attesting to the employee's fitness. The employer shall advise the employees when such examination is necessary. The employer shall pay up to $60.00 for such examination unless covered by an insurance carrier. The employer may require a subsequent examination when in its judgment such an examination is relevant to an employee's performance or status. The examining physician shall be selected by the employee from a list of four area physicians provided by the employer, and the employer shall pay the cost of the examination.

C. The employer shall make an effort to provide and maintain a safe place of employment. If employees become aware of unsafe practices, equipment or conditions, they shall make an effort to report any such unsafe practices, equipment or conditions to their principal or superintendent.

ARTICLE V

LEAVES

A. SICK LEAVE

Leave of absence for an employee's personal illness or injury with full pay for consecutive years of employment shall be as follows:

10 days - first year
11 days - second year
12 days - third year
13 days - fourth year
14 days - fifth year
15 days - sixth year and subsequent years

The amount of accumulated sick leave shall be one hundred thirty five (135) days. Accumulated sick leave may be transferred to the George-Little Rock Community School District in an amount equal to the number of years experience brought into the system. This amount shall not exceed ten (10) days.

An employee who will be absent from his/her duty for personal illness will notify the principal's office by 6:45 a.m. on the day of the absence.

The employer may request medical proof from an employee absent for more than five (5) consecutive days due to personal illness or injury prior to the employee receiving pay for sick leave. In addition, the employer may request medical proof if the employer deems absences excessive or if there is a question as to the validity of the request for sick leave. After consultation with the employee, a physician chosen by the employer may review the employee's medical proof, and the cost, if any, for said review shall be paid by the employer.

Employees shall be given a copy of a written accounting of accumulated sick leave days no later than October 1 of each school year.

Employees whose absence is necessitated by pregnancy shall be allowed to use sick leave to the extent that sick leave is accumulated.

Upon the first day of this Agreement all prior accumulation of sick leave shall be credited to the employee's account.

B. PERSONAL LEAVE

1. Employees shall be allowed three (3) paid days per year (non-cumulative).

2. These three (3) personal leave days may be taken at employee's discretion and may be used for any reason subject, however, to Section B 2(a) (b) and (c). The first two (2) days of personal leave as herein defined will be paid at the rate of the per diem substitute teacher pay if the leave is not used. Said amount to be paid in June of each year. The teacher shall reimburse the school district for the third (3) day of personal leave taken at the rate of the per diem substitute teacher expense.

3. Personal leave is subject to the following restrictions:
   a. These additional days shall not be available for the first three (3) days or the last three (3) days of the students' school year.

   b. The employee shall give two (2) day's notice of intention to use personal leave. If an emergency situation occurs where it would not be possible to give prior notice, the necessity for prior notice shall be waived. However, employees shall be expected to notify the principal or other supervisor of such an emergency.

   c. Not more than two (2) employees per town of the school district shall be allowed to utilize personal leave at any one time. Leaves shall be granted in the order they are received.

C. JURY DUTY

In the absence of extraordinary circumstances, teachers in the school system may be excused for jury duty. In order that no teacher shall suffer financial loss because of such absence, the difference between their normal salary and the compensation received for jury duty shall be paid by the school district. All expenses reimbursed shall be retained by the teacher. If the teacher is released from jury duty (District Court) prior to 11:00 a.m., the teacher is required to return to the school for afternoon teaching duties.

D. MILITARY LEAVE

A military leave of absence shall be granted to an employee who shall be inducted for military duty in time of war or other emergency declared by proper authority in any branch of the armed forces of the United States. Upon return from such leave, an employee shall be placed at the same position on the salary schedule and shall maintain the same fringe benefits as he would have accrued had he taught in the district during such period. Employees of the George-Little Rock Community School District shall continue to receive their regular compensation for the duration of their contract year when called to active duty as a member of the National Guard or Reserves, provided that they shall remit or turn over to the school district that compensation, except for mileage and expense which they received while on active duty.

E. PROFESSIONAL LEAVE

Attendance at educational meetings or visiting other schools is permitted at full pay, if such absence is recommended by the building principal and is approved by the Superintendent. All cases will be reviewed in light of budget, benefit to the educational program and availability of suitable substitutes. Expenses for said leave shall be approved by the building principal prior to attendance. Expenses shall include travel, lodging, meals, and conference registration. Upon returning from professional leave, the employee shall submit a written report to the building principal.

F. ASSOCIATION LEAVE

Up to a total of four (4) days shall be available for a representative of the association to attend conferences, conventions or other activities of the state and national affiliated organizations at the discretion of the Association. Substitutes for a teacher, if employed, will be paid by the Association.

G. LEAVES FOR FUNERAL AND SERIOUS FAMILY ILLNESS

Employees shall be granted leave of absence at full pay for serious illness or death. Up to a maximum of six (6) days shall be allowed in each event of serious illness or death of the employee's spouse and children. Up to a maximum of five (5) days shall be allowed in each event of serious illness or death of the employee's parent, sister, or brother. Up to three (3) days shall be allowed in the event of the death of the employee's mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents or grandchildren. Serious illness shall be defined as those injuries or illnesses requiring hospitalization. A day for serious illness or death may be granted by the Superintendent for a person other than a relative and for kinships not mentioned herein.

Information concerning such circumstances shall be made on prescribed school district form and routed through the building principal's office to the office of the Superintendent. In the event of the death of an employee in the George-Little Rock School District, the principal may grant to appropriate employees sufficient time to attend the funeral.

H. EMERGENCY LEAVE

An employee of the George-Little Rock Community School shall have one (1) emergency day available at full pay. This leave is based on approval by the Superintendent only if no personal days are available.

I. SHORT TERM ABSENCE

The Superintendent may authorize leave without pay of up to a maximum of thirty (30) days in any one year for purposes which the Superintendent considers necessary. An employee must make an application for authorization for such leave at least five (5) days in advance of the request stating the reason. Deductions from the employee's salary shall be made by dividing the number of contract days into the teacher's salary, and the reduction shall be made on a per diem basis.

J. EXTENDED LEAVE

An employee who is unable to work because of personal illness requiring professional care or disability and who has exhausted all sick leave available, shall be granted a leave of absence without pay for the duration of such illness or disability up to the end of the contract year in which the sick leave has been exhausted. During extended leave, an employee shall be covered by all school insurances paid by the School District up to the end of the contract year.

K. CHILD/ELDER ILLNESS LEAVE

Up to a maximum of three days may be used for illness of child, spouse, parent, parent-in-law, or grandparent that requires home or medical care. The first three days will be deducted from the employee's current or accumulated sick leave with no pay deduction.

L. USE OF LEAVE

All leaves shall be used in minimum one-half day increments.

ARTICLE VI

FORMAL EVALUATION PROCEDURE

A. Employees covered under this contract will be formally evaluated at least one year during a three-year period. Probationary teachers will be assessed a minimum of twice each school year during their probationary period. Employees will be notified within the first six (6) weeks of the school year if they are scheduled to be assessed. Scheduled employees will be assessed a minimum of twice during the school year they are scheduled for assessment. This provision does not preclude the assessment of any employee, whether scheduled or not.

B. Within six (6) weeks after the beginning of each school year, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be observed.

C. Results of the formal classroom observations provided for in Section A above, shall be in writing, with a copy to be given to the teacher, and shall be preceded by an in-class observation of the teacher's performance.

D. The evaluator shall have a meeting with the teacher within ten (10) school days following classroom observation and prior to submission of the written evaluation report to the Superintendent.

E. The teacher shall have the right to submit a rebuttal or other written statement regarding any evaluation for inclusion in his/her personal file.

F. All formal evaluation of classroom teaching performance of a classroom teacher shall be conducted openly and with full knowledge of the teacher.

G. At the time of the conference following formal evaluation, the evaluator shall make suggestions that the evaluator deems appropriate to aid in the development of the employee whose evaluation is unsatisfactory. A reevaluation shall thereafter be accorded the employee. Subsequent reevaluation reports which fail to note the same deficiency will be interpreted to mean adequate improvement has taken place.

ARTICLE VII

TRANSFER PROCEDURE

A. VOLUNTARY TRANSFERS

Any employee possessing the necessary qualifications may apply for a voluntary transfer to another position in the bargaining unit. Applications shall be in writing and shall name the transfer for which the applicant wishes consideration. The granting of such transfer will be based upon the needs of the School District as determined by the administration.

When a teacher resigns prior to June 1, and the Board of Education accepts said resignation, if a vacancy is created by the resignation, the vacancy shall be posted on the district's web site and the GLREA President will be given a written notification. Any vacancies after June 1 will be posted on the district web site.

INVOLUNTARY TRANSFERS
Involuntary transfers shall be made based upon the need of the School District as determined by the Administration. All such transfers shall be made known to the employee involved in the transfer at least four (4) weeks prior to the effective date.

ARTICLE VIII

IN-SERVICE EDUCATION

A. Staff development activities are developed and coordinated with representatives from both Little Rock and George. A cadre of staff and administration comprised of members from the three school divisions will develop and facilitate in-service activities that are congruent with the district adopted school transformation framework.

ARTICLE IX

DUES DEDUCTION

A. AUTHORIZATION
Any employee who is a member of the Association or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction for professional dues. The form of the assignment shall be set forth in Schedule C which is attached hereto and made a part thereof.

B. REGULAR DEDUCTION
Pursuant to a deduction authorization, the Board shall deduct one-tenth (1/10) of total dues from the regular salary check of the employee each month for ten (10) months, beginning in September and ending in June of each year.

C. DURATION
Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) day notice to the Board and to the Association.

D. TERMINATION
Any employee who terminates employment prior to June shall provide verification to the Board from the Association that dues are paid in full or that satisfactory arrangements have been made therefore, or the balance of the year's dues shall be deducted from the next payment to the employee.

E. TRANSMISSION OF DUES
The Board shall transmit to the Association the total monthly deduction for professional dues within ten (10) school days following each regular pay period, and a listing of the employees for whom deduction was made.

F. AUTHORIZATION FORMS
It is the responsibility of the Association to inform members of the dues deduction system and to provide the necessary authorization cards.

G. PRORATION
Employees who begin payroll deduction after September shall have the annual dues prorated over the remaining months through June.

H. INDEMNIFICATION

The Association agrees to indemnify and hold harmless the School District from any claims or causes of action that are based upon unfair representation or improper application or use of dues money by the Association.

ARTICLE X

STAFF REDUCTION PROCEDURE

A. When there is a necessity for a reduction in staff, the Employer shall attempt to accomplish such reduction by attrition. Provisional, probationary or temporary licenses shall be thereafter considered.

B. The Board shall consider an employee's seniority, competence, and qualifications when determining which employee shall be subject to reduction.

C. If a choice must be made among two or more employees of equal competence and qualifications, as determined by the administration, the renewal shall be given to the employee with the greater total length of service in this District.

D. The employee subject to reduction shall be notified in writing. The notification shall indicate the reason for arriving at the individual or individuals subject to staff reduction.

E. Any employee terminated under the above provisions shall be considered for recall to available positions for a period of two years from the date of termination if such request, in writing, is made known to the Superintendent of Schools within thirty (30) days from the time the employee received notification of termination.

F. The Board Secretary shall be kept informed by the terminated employees of current addresses and telephone numbers and interest in recall.

G. Any employee who is recalled for a position after having been terminated shall be placed on the salary schedule at the step above that at which he/she was terminated.

H. The procedure of staff reduction, but not the substantive decision as to when it shall occur or who is involved, is subject to the grievance procedure of this contract.

ARTICLE XI

SALARIES

A. TEACHER SALARY SCHEDULE

The salary of each employee covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part thereof.

B. Certain employees shall be contracted on an extended basis as shall be agreed to by the employee and the Board. Salary shall be a per diem of the employee's annual salary for the regular 192-day school year.

C. PLACEMENT AND ADVANCEMENT SALARY SCHEDULE

Section 1: The salary schedule for teachers covered by the regular salary schedule is set forth in Schedule A.

Section 2: Any credits earned which would advance a teacher on the salary schedule for the school year must be reported to the Superintendent's office at the beginning of the school

year. Verification from the college or university must be in the Superintendent's office by September 10 in order to increase salary for the school year.

Section 3: Credits will be counted toward advancement on the BA + 12 and BA + 24 salary only if 100% of the courses are graduate courses and 75% are within the teacher's assigned teaching area, or in the field of education. To be placed on the MA lane, the degree must be in the teacher's assigned teaching field. All hours shall be approved by the Superintendent. Failure to have the courses approved may result in credit being denied.

Section 4: Teachers will receive $750 when moving to lanes BA + 12 and BA +24 which will be applied to the teacher's salary schedule. Teachers moving to MA lane will receive $1250 which will be applied to the teacher's salary schedule.

Section 5: Salary for new teachers will be established by the Board but in no case will the salary be greater than the salary paid to current employees with similar in-district experience and educational level.

1. Written notice of intent to advance to a higher level must be submitted to the office of the Superintendent not later than the contract return date. An official transcript must be presented by September 10 to affect a change in contract for that year. Revisions shall not be made during the year.

2. All teachers must hold a minimum of a BA degree and must obtain necessary graduate credit in accordance with DOE rules.

3. Teachers may substitute in-service education credit for the above, if the work is college or university connected and has prior approval of the Superintendent and DOE.

D. METHOD OF PAYMENT AND EXCEPTIONS

1. Each employee shall be paid in twelve (12) equal installments on the twentieth (20th) of each month. Employees shall receive their checks at their building and on regular school days.

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

3. Summer checks, other than for summer school employees, shall be mailed to the address designated by the employee.

4. Each employee leaving the district shall have the option of receiving all or any part of his/her earned, contracted salary on the pay period following the completion of the employee work year.

5. Direct deposit of employee's monthly salary payment will be implemented with the first payment of this contract. This provision is subject to the depository banks ability to facilitate a direct deposit to the employee's account.

ARTICLE XII

SUPPLEMENTAL PAY

A. The base used for the high school activities is to be set at $28,000. The base used for the middle school activities is to remain at $26,000.

ARTICLE XIII

INSURANCE

A. Each full time employee at the George-Little Rock School District covered by this contract shall receive a maximum stipend per year to be used toward the purchase of health insurance. The maximum amount paid by the District shall be $5,699 per year.

B. The School District will contribute up to $51.00 of the annual premium for term life insurance in the amount of $25,000. The school district shall contribute up to $94.54 of the annual premium toward a group disability insurance program for employees. The amount of insurance toward which the School District shall contribute shall be determined annually and be approved by action of the Board of Directors.

C. Retired employees may take advantage of the privilege of continuing the group insurance as retired employees provided, however, that they have reached the age of 55 years. Retired employees who take advantage of the privilege will remit their monthly premiums at least six (6) months in advance to the Board Secretary. The burden for making these payments on schedule will rest with the employee. The school will not assume responsibility for collecting the premiums.

ARTICLE XIV

GRIEVANCE PROCEDURE

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

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

First Step

An attempt may be made to resolve any grievance in an informal, verbal discussion between grievant and his/her principal or immediate supervisor.

Second Step

If the grievance cannot be resolved informally, the employee with a grievance shall file the grievance in writing, and within seven (7) working days discuss the matter with the principal or his designee. The written grievance shall state the nature of the grievance, shall note the specific section of the contract alleged to be the problem and shall state the remedy requested. (Schedule D). The filing of the formal, written grievance at the second step must be within fifteen (15) days from the date of occurrence, act or condition giving rise to the alleged violation. The principal or his designee shall make a decision on the grievance and communicate it in writing to the employee and the Superintendent within seven (7) working days after receipt of the grievance.

Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the employee shall file, within seven (7) working days of the principal's written decision at the second step, a copy of the grievance with the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within seven (7) working days of the third step grievance meeting and communicate it in writing to the employee and the principal.

Fourth Step

If the grievance is not resolved satisfactorily at Step Three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the employee to the Superintendent within twenty (20) working days from the receipt of the Step Three answer into such arbitration. Parties shall attempt to agree upon an arbitrator within seven (7) days. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators shall be made to the Public Employment Relations Board by either party. The decision of the arbitrator will be binding on the parties, and not subject to appeal.

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

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

ARTICLE XV

SENIORITY

A. DEFINITION

"Seniority" as used in the Agreement shall mean an employee's total length of service with the George and Little Rock and the George-Little Rock Community School District.

B. LOSS OF SENIORITY

The seniority of any employee shall terminate if the employee resigns, is terminated, is laid off for a period exceeding two (2) years, or fails to respond to a recall notice as provided in Article X.

C. SENIORITY

On or about September 30 of each school year, the Superintendent will provide the Association with a list showing the seniority of each employee employed by the Board.

ARTICLE XVI

STATE FUNDS

Phase I and II funds will be distributed as follows:

A. Identified Phase I Funds will be applied to certain teachers salaries that are currently below $28,000. Remaining Phase I and II funds will be distributed to staff based on experience for the duration of this Agreement.

B. Phase III Funds. Any agreement reached under Phase III of HF-499 that impacts upon a mandatory subject of bargaining shall be incorporated by reference and made part of this agreement.

C. Teacher Compensation/ Quality Program (SF476). The distribution will be separate from and in addition to the bargained salaries for 2005-2006.

1. Minimum salaries for the first-year beginning teacher, second year beginning teacher and career teachers will be paid according to the salary provisions of the law.

2. Any remaining funds from the District's appropriation will be distributed to all other teachers using a proration formula consistent with the current distribution of remaining Phase I and Phase II funds. Funds will be distributed in a separate check in June.

3. If this program is no longer funded by the State, no payments will be made to employees.

ARTICLE XVII

MENTORING PROGRAM

A. The mentoring program will be administered consistent with the district plan submitted and approved by the Department of Education. The mentoring program, and the wage associated with that program is based upon the legislature's continued funding and support of the program. If state funding or support is withdrawn, the district will not be obligated to continue the mentoring program or pay the wages to mentors in the program.

ARTICLE XVIII

COMPLIANCE AND DURATION

A. SAVINGS CLAUSE
In the event that any provisions of this Agreement shall become void or illegal during the term of this Agreement, such provisions shall become inoperative, but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

B. PRINTING AGREEMENT
Copies of this agreement shall be printed at the expense of the Board, after agreement with the Association on format within thirty (30) days after the agreement is signed. The agreement shall be presented to all employees now employed; hereafter employed or considered for employment by the Board and the Board shall provide the Association with ten (10) additional copies.

C. NOTICES
Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by letter at the following designated address or at such other address as may be designated by a party in written notification to the other party:

1. If by Association, to Board at:
Superintendent's Office
George-Little Rock Community School District
George, IA 51237

2. If by Board, to Association at:
President, George-Little Rock Education Association
George-Little Rock Community School
George, IA 51237

D. DURATION PERIOD
This agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007, provided however, the salary and insurance benefit provisions shall be in effect only for the period beginning July 1, 2006, and shall continue in effect until June 30, 2007.

E. SIGNATURE CLAUSE

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 10th day of May, 2006.

GEORGE-LITTLE ROCK EDUCATION ASSOCIATION

By: Lynette U. Kruger
Lynette Kruger, Negotiator

ATTEST:

By: _____

GEORGE-LITTLE ROCK COMMUNITY SCHOOL DISTRICT

Warren Tiedeman
Warren Tiedeman, Board President

ATTEST:

By: Joanne Smith

SCHEDULE A

George-Little Rock Community School District

2006-2007

Each full time employee of the district covered by this contract shall receive a $1,400 increase to his or her base salary. Part-time employees shall receive a pro rata dollar increase based on hours worked to their salary.

2006-07	$4,000 to be divided among selected teachers to provide equity on base salaries.
2007-08	$4,000 to be divided among selected teachers to provide equity on base salaries.
2008-09	$4,000 to be divided among selected teachers to provide equity on base salaries.

SCHEDULE B
George-Little Rock Community School

Extra Pay Schedule

Rec Club	$	500
Yearbook Advisor	$	1,200
Newspaper	$	1,200
Cheerleading	$	1,150
Girls' BB Sponsor	$	400
Theatre Sound & Lighting Coordinator	$	750
Assistant Speech Coach	$	500
Mock Trial Coach	$	400
Special Olympics Coach	$	500

BASE $28,000	**Year 1 10.5%**	**Year 2 11%**	**Year 3 11.5%**	**Year 4 12%**	**Year 5 13%**	**Year 10 15%**
Speech	$2,940	$3,080	$3,220	$3,360	$3,640	$4,200
Instrumental	2,940	3,080	3,220	3,360	3,640	4,200
Vocal	2,940	3,080	3,220	3,360	3,640	4,200
Drama (50% of above)	1,470	1,540	1,610	1,680	1,820	2,100
HEAD COACHES Baseball, Softball Wrestling, Basketball, Volleyball, Football and Athletic Director	2,940	3,080	3,220	3,360	3,640	4,200
Track/Golf/ Cross-Country (85% of above)	2,499	2,610	2,737	2,856	3,094	3,570
VARSITY ASSISTANT Baseball, Softball, Wrestling, Basketball, Volleyball, Football (80% of above)	2,352	2,464	2,576	2,688	2,912	3,360
Track/Golf/ Cross-Country (80% of Varsity)	1,999	2,094	2,190	2,285	2,475	2,856

George-Little Rock Middle School

BASE $26,000	**1st Year**	**2nd Year**	**3rd Year**
Coach, Middle School Single Program	**5%**	**6%**	**7%**
Dollar Amount	$1,300	$1,560	$1,820
Athletic Director	**10%**		
Dollar Amount	$2,600		

Employees may bring in three (3) years of coaching experience.

SCHEDULE C

Dues Deduction Authorization Fund

Authorization for Payroll Deduction for Education Association Dues

_____
First Name MI Last Name

Date Started:_____ Amount:_____

I hereby request and authorize the Board of Education of George-Little Rock Community School District as my remitting agent, to deduct from my earnings each month until this authorization is changed or revoked as provided herein, a sufficient amount to provide for the monthly payment of the prevailing rate of dues which amount to be remitted each month for me on my behalf to the treasurer of the George-Little Rock Education Association.

Changes

Date:_____ Amount:_____

Date:_____ Amount:_____

Date:_____ Amount:_____

Date:_____ Amount:_____

SCHEDULE D Page One

No._____ Date Filed_____

George-Little Rock Community School District

Building Site_____

Distribution of Form

1. Employee
2. Appropriate Supervisor
3. Superintendent
4. Association

LEVEL TWO

A. Date Alleged Violation Occurred_____

B. Section(s) of Contract Violated_____

C. Statement of Grievance_____

_____

_____

D. Relief Sought_____

_____

_____

_____ _____
Signature of Principal Date

_____ _____
Signature of Grievant Date

E. Disposition by Principal or Immediate Supervisor_____

_____

_____

_____ _____
Signature of Principal or Immediate Supervisor Date

SCHEDULE D

LEVEL THREE

A. _____ Signature of Aggrieved Person

_____ Date Received by Superintendent and Signature

B. Disposition by Superintendent or Designee_____

_____

_____

_____ Signature of Superintendent or Designee

_____ Date

LEVEL FOUR

A. _____ Signature of Aggrieved Person

B. _____ Signature of Association President

C. _____ Date Submitted to Arbitration

_____ Date Received by Arbitrator

D. Disposition by Arbitrator_____

_____

_____

_____ Signature of Arbitrator

_____ Date

GEORGE - LITTLE ROCK COMMUNITY SCHOOL DISTRICT

Medical Plan Options

Effective 7/1/06 through 6/30/07

	Wellmark Blue Cross Blue Shield Protector 200	Wellmark Blue Cross Blue Shield Protector 500	Wellmark Blue Cross Blue Shield Protector 750
Network	Alliance Select	Alliance Select	Alliance Select
Calendar Year Deductible	$200 Single/$400 Family Annual Deductible	$500 Single/$1,000 Family Annual Deductible	$750 Single/$1,500 Family Annual Deductible
Coinsurance	10% in-network; 20% out-of-network	10% in-network; 20% out-of-network	20% in-network; 30% out-of-network
Out-of-Pocket Maximum *(Includes Deductible)*	$500 Single/$1,000 Family Annual OPM	$1,000 Single/$2,000 Family Annual OPM	$1,500 Single/$3,000 Family Annual OPM
Lifetime Maximum	Unlimited	Unlimited	Unlimited
Physician Services			
Physician Office Visits*	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Chiropractic Benefit	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Allergy Testing	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Allergy Injections *(serum subject to deductible)*	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Preventive Care			
Routine Physicals* *(Includes flu shots and immunizations)*	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Routine Well-Woman Exam	Covered once per benefit period.	Covered once per benefit period.	Covered once per benefit period.
Routine Mammograms *(once per benefit period)*	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Well-Baby Care *(To age 7)*	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Ded waived, then 20% coinsurance	In-Network: Deductible waived; 10% coinsurance Out-of-Network: Ded waived, then 20% coinsurance	In-Network: Deductible waived; 20% coinsurance Out-of-Network: Ded waived, then 30% coinsurance
Reminder Programs	Included for pap smears, mammograms, and Immunizations.	Included for pap smears, mammograms, and Immunizations.	Included for pap smears, mammograms, and Immunizations.
Prescription Drugs			
*(includes mandated contraceptives)***	Deductible, then 20% of allowed charge. *(mail order available)*	Deductible, then 20% of allowed charge. *(Mail Order available)*	Preferred Blue Rx Progarm $5 Generic / $10 Brand Name Copay Copays do not apply to the Out of Pocket Maximum *(Mail Order Available)*
Facility Services			
Hospital Services Inpatient/Outpatient	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance

	Wellmark Blue Cross Blue Shield Protector 200	Wellmark Blue Cross Blue Shield Protector 500	Wellmark Blue Cross Blue Shield Protector 750
Facility Services			
Emergency Room	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Diagnostic X-ray and Lab	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Outpatient Therapy *(speech, occupational, physical)*	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Mental Health / Chemical Dependency			
Inpatient	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance *30 inpatient days per calendar year*	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance *30 inpatient days per calendar year*	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance *30 inpatient days per calendar year*
Outpatient	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Office	In-Network: Deductible waived, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance *60 outpatient/office visits per calendar year.*	In-Network: Deductible waived, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance 60 outpatient/office visits per calendar year.	In-Network: Deductible waived, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance *60 outpatient/office visits per calendar year.*
Miscellaneous Services			
Infertility treatment* **	$25,000 lifetime maximum	$25,000 lifetime maximum	$25,000 lifetime maximum
Durable Medical Equipment	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Ambulance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Impacted Teeth	Outpatient Surgery for impacted teeth covered. Inpatient covered if medically necessary.	Outpatient Surgery for impacted teeth covered. Inpatient covered if medically necessary.	Outpatient Surgery for impacted teeth covered. Inpatient covered if medically necessary.
Orthopedic Devices	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 10% coinsurance Out-of-Network: Deductible, then 20% coinsurance	In-Network: Deductible, then 20% coinsurance Out-of-Network: Deductible, then 30% coinsurance
Diabetic Education	Includes up to 10 hours of education and training per lifetime by a state-certified program.	Includes up to 10 hours of education and training per lifetime by a state-certified program.	Includes up to 10 hours of education and training per lifetime by a state-certified program.
Disease Management	Health Improvement tools to address chronic health conditions such as Diabetes, Asthma, COPD, Cardiac.	Health Improvement tools to address chronic health conditions such as Diabetes, Asthma, COPD, Cardiac.	Health Improvement tools to address chronic health conditions such as Diabetes, Asthma, COPD, Cardiac.
Domestic Partner	Covered as an eligible dependent (affidavit required).	Covered as an eligible dependent (affidavit required).	Covered as an eligible dependent (affidavit required).
Blue Card PPO	Provides enhanced benefits for services provided by participating provider outside of Iowa.	Provides enhanced benefits for services provided by participating provider outside of Iowa.	Provides enhanced benefits for services provided by participating provider outside of Iowa.
Monthly Rates			
Single	$455.10	$425.69	$403.74
Family	$1,137.77	$1,064.25	$1,009.39

Plan allows for one routine physical examination per benefit period. A separate well-woman exam is also covered once per benefit period.

* *Lab or x-ray charges billed by an Alliance Select hospital in conjunction with office visits are NOT subject to deductible.* ***However, the following are subject to deductible:***
EKG, EEG, ECG, MRI, MRA, CT, radiation therapy, and Ultrasounds (only with a medical diagnosis).

** *Mandated contraceptives include oral, injected, implanted contraceptives and contraceptive devices.*

****Eligible infertility charges are never covered in full and do not apply to annual OPM. This is a brief description only and does not replace the contract.*