ROCKWELL CITY-LYTTON CSD/EA/ISEA 06-07

MASTER

CONTRACT

2006-2007

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MASTER CONTRACT
Rockwell City-Lytton Community School
2006 - 2007

ARTICLE I

PREAMBLE:

The Board of Directors of the Rockwell City/Lytton Community Schools, hereinafter referred to as the "Board," and the Rockwell City/Lytton Education Association, hereinafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education for the children of the school district. Both parties recognize that attainment of this educational objective is a joint responsibility of the board, administration, the teaching personnel, the parents of the students and the community at large.

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

ARTICLE II

A. Unit:

The Board hereby recognizes the Rockwell City/Lytton Education Association, an affiliate of the Iowa State Education Association and National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB Amendment of Certification, Case No. 4974, issued by PERB on September 13, 1993, whether under contract or to be contracted by the Board of Education of the Rockwell City/Lytton Community School District. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows:

1. Included: classroom teacher, special education teacher, guidance counselor, Title I teacher, librarian, remedial teacher

2. Excluded: superintendent, principals, bus drivers, secretaries, custodians, kitchen employees and all other excluded by law

B. Definitions:

1. The term "Board" as used in this agreement, shall mean the Board of Education of the Rockwell City/Lytton Community School District.

2. The term "employee" as used in this Agreement, shall mean all full-time professional employees represented by this Association in the bargaining unit as defined and certified by PERB. By definition "full-time" means regularly contracted employees as opposed to substitutes or occasional employees and does not imply "full-time" equivalent as used in eight hours a day and five days a week.

3. The term "Association" as used in this Agreement shall mean the Rockwell City/Lytton Education Association.

ARTICLE III

PROCEDURE FOR NEGOTIATIONS

A. The Parties shall use the negotiations procedures established in Chapter 20, Code of Iowa and Rules established by P.E.R.B.

ARTICLE IV

IMPASSE PROCEDURES

A. The Parties shall use the Impasse Procedures established in Chapter 20, Code of Iowa and by Rules established by P.E.R.B.

B. Costs:

All costs for arbitration shall be borne equally by the Board and the Association.

ARTICLE V

GRIEVANCE PROCEDURE

Section 1

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

Section 2

(a) A grievance maybe filed by an individual teacher or the Association as a whole.

(b) The failure of a Teacher (or in the event of an appeal to arbitration, the association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an Administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

(c) It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher may be conducted during the school day as long as it is not during class time.

Section 3

(a) First Step:

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her Principal.

(b) Second Step:

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

(c) Third Step:

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

(d) Fourth Step:

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of binding arbitration. The Association may submit in writing, a request on behalf of the Association and the grieving Teacher to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven (7) days, PERB will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at the time from the panel until one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on both parties.

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

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

ARTICLE VI

ASSOCIATION RIGHTS

A. Use of Facilities:

The Association and its members shall be allowed to make use of school buildings and facilities at reasonable after-school hours for meetings. Equipment may be used with the limitations as prevail during the regular working day. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use. The Principal of the building shall be notified of the time and place of all meetings.

ARTICLE VII

COMPLIANCE CLAUSES AND DURATION

A. Compliance Between Individual Contract and Comprehensive Agreement:

Any individual contract between the Board and an individual professional employee, heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement shall be controlling. Each individual contract shall include written reference to provisions of this Agreement by including the degree lane, the salary step, salary figure, and original contract date.

B. Separability:

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law. All other provisions and applications shall continue in full force and effect.

C. Printing Agreement:

Copies of this Agreement shall be printed at the expense of the Board after the Agreement with the Association is signed. The Agreement shall be presented to all employees at contract time now employed, hereafter employed, or considered for employment by the Board, and the Board shall provide the Association with five (5) additional copies.

D. This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007.

E. Signature Clause:

In witness thereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their Chief Negotiators and their signatures placed thereon, all on May 3, 2006

ROCKWELL CITY/LYTTON EDUCATION ASSOCIATION	ROCKWELL CITY/LYTTON COMMUNITY SCHOOLS
Sheila K Welander	Jo Grodahl
PRESIDENT	PRESIDENT, BOARD OF EDUCATION
Colleen Hecht	Peggy A Stoolman
CHIEF NEGOTIATOR	CHIEF NEGOTIATOR

ARTICLE VIII

REDUCTION OR ALIGNMENT OF STAFF

A. Coverage:

All employees under this Agreement.

B. Termination:

When the Board of Education deems it necessary to reduce the number of employed staff members, the following criteria shall be made:

1. Employees with emergency or temporary certification shall be laid off first.

2. Fully certificated and properly endorsed employees with the least seniority shall be laid off secondly. Seniority is defined as "all years teaching in this school system not interrupted for more than two consecutive years due to staff reduction." This shall be accomplished at the Middle School and High School by curricular area. An employee is considered in a curricular area if that employee spends at least half their teaching assignment in that area. This shall be accomplished in the Elementary classrooms Pre-K - 4. If all of the above are equal, extra duty assignment shall be a criterion in the layoff process in the Middle School and High School.

3. In those situations where external funding is no longer available to continue programs which exist on external budget funding, i.e. Title I, Learning Disabilities or Special Education, those employees with correct certification shall have the right to Pre K- 4 employment based on their seniority within the Pre-K – 4 pool.

4. In those situations where seniority cannot be the sole criterion, the immediate supervisor's evaluation shall be considered.

5. No teacher may be prevented from securing other employment during the period he or she is laid off under this subsection.

C. Recall Rights:

Any fully certificated personnel terminated pursuant to this policy shall have recall rights to all staff positions for which he/she is certificated and qualified for two years from the effective date of his/her termination, and shall be recalled in inverse order of termination. The effective date of the termination is defined as the last school day of the current school year.

D. Notification:

All personnel who are to be terminated shall be notified in writing of the intent to recommend termination by April 30. The written notice shall contain reasons for this decision, as well as their order of recall for all positions for which they are qualified.

E. Benefits:

Any employee re-employed by exercising his/her recall rights shall be given full salary related benefits, and experience as if continuously employed by the school district.

If the employee has not been employed by another school district, they shall be given full salary, related benefit, and experience that they had accumulated prior to their termination.

F. Transfer/Reassignment Procedures:

Transfer shall be defined as movement of an employee from building to building. Reassignment shall be defined as movement of an employee from grade level to grade level or subject area to subject area.

1. Voluntary Transfer/Reassignment

All requests for voluntary transfer or reassignment for the following year shall be in writing in the form of a letter sent to the Superintendent or his/her designated representative. This letter should contain specific reasons for requesting the transfer or reassignment.

The consideration of transfer or reassignment of a teacher will be based on qualifications and certifications.

Written notice of transfer or reassignment will be given to the teacher concerned as soon as possible.

Requests for transfer or reassignment shall be kept for only one (1) school year. Requests must be made each year.

Notice of certified staff vacancies will be posted in the three (3) educational buildings during the school year. During the months of June, July, and August, the District shall provide notice of any certified staff vacancies to the Association and all teachers who have submitted a written request for such notification to the Superintendent.

2. Involuntary Transfer/Reassignment

Voluntary transfer or reassignment requests shall be considered prior to involuntary transfers or reassignments.

If an involuntary transfer or reassignment is necessary, the Board will take into consideration, so far as practical, the Teacher's training, experience, specific achievements, and service to the District. At a meeting between the employee involved, the Superintendent, and an association representative, if requested by the teacher, the employee shall be given specific written or verbal reason(s) for the involuntary transfer.

The Board of Education shall have the final decision in all cases of any transfer or reassignment.

ARTICLE IX

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Continuing Education:

1. Application - Any employee who plans to enroll in a course or seminar at an accredited college or university and who desires such course or seminar work to apply toward educational lane change on the salary schedule must file written notification of enrollment with the Superintendent before May 1st.
2. Remuneration - Upon evidence of successful completion of any course or seminar, the employee shall notify the Superintendent before September 1st that the employee is to receive appropriate credit toward an educational lane change on the salary schedule. A new contract will be issued with the appropriate changes.
3. National Certification – Upon evidence of successful completion of "National Certification" the employee shall receive two (2) hours of credit toward an educational lane change on the salary schedule.

B. Professional Conferences:

The Board agrees to provide, upon application by the employee and acceptance by the Superintendent, the necessary funds for employees who desire to attend professional conferences. Travel, lodging, and registration fees shall be deemed appropriate expenses, as well as cost of the substitute when needed to relieve the participant. The Association will be allowed a total of one hundred (100) days for such professional conferences. The Vocational Home Economics and Vocational Agriculture shall be excluded from the limitation and no teacher shall be allowed more than four (4) days.

C. Evaluation Employee Procedure

1. Within *four (4)* weeks after the beginning of each school year employees shall be acquainted by a member of the administration staff with the evaluation procedures to be observed.

Tier One

2. All staff members new to the profession will be observed a minimum of two (2) times each school year and as deemed practical and necessary by the administration. The first (1st) evaluation shall be done within the first (1st) quarter and the second (2nd) evaluation shall be done before the end of the third (3rd) quarter. Procedures shall comply with provisions and practices under Iowa Code, Chapter 284.

3. All probationary staff will be observed a minimum of two (2) times each school year and as deemed practical and necessary by the administration. The first (1st) evaluation shall be done within the first (1st) quarter and the second (2nd) evaluation shall be done before the end of the third (3rd) quarter. Procedures shall comply with provisions and practices under Iowa Code, Chapter 284.

Tier Two

4. All tenured staff members shall receive a minimum of one (1) written evaluation by April 15 every three years unless the teacher requests a yearly evaluation. The employee's signature on the evaluation form shall be understood to indicate the employee's awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. Procedures shall comply with the Career Teacher Evaluation Procedure which follows:

Career Teacher Evaluation Procedure

A. Evaluation In-service

1. The district shall provide all employees with at least 4 hours of in-service/in-service time (2 hours in the fall and 2 hours in the spring). In-service time shall include necessary instruction on the Iowa Teaching Standards, criteria, and any district-adopted descriptors and/or requirements for the Individual Career Development Plans and/or Performance Reviews.

B. Orientation Procedures

1. For those individuals developing Individual Career Development plans, orientation to the procedures shall be conducted by September 15, or within 15 days of being hired by the superintendent/designee.

2. For those individuals completing Performance Reviews, orientation to the procedures shall be conducted by September 15 by the superintendent/designee.

C. Individual Career Development Plans

1. Each teacher shall draft an individual career development plan by October 15 of the school year following the conclusion of his/her previous plan.

2. The evaluator will meet with the teacher to review the plan, jointly modify the plan as needed, and approve the plan within 20 school days of its submission. Both the teacher and evaluator will have a copy of the plan.

3. Modification of the plan can be made at any time by mutual agreement. The teacher and evaluator shall sign and date the modification.

4. The evaluator and the teacher shall establish a mutually-agreed-upon time for an annual conference to review progress in meeting the goal(s) in the plan. At the conclusion of the meeting a copy of the Annual Update shall be signed and dated prior to being placed in the teacher's personnel file.

D. Performance Review

1. Each career teacher shall have a performance review once every three years. When a teacher is assigned to more than one building, the teacher shall be assigned one evaluator.

2. The evaluator shall contact the teacher to establish a mutually agreed upon time to discuss the Performance Review.

3. Classroom Observations
   a. All observations shall be conducted between October 1 and April 20. No observations shall be conducted the day before or after a day of vacation. Observations shall be for a continuous length of time no shorter than 30 minutes or longer than 90 minutes.
   b. During the school year of the teacher's performance review, the evaluator and teacher shall mutually agree upon dates for a pre-conference, observation and post-conference. The optional pre-conference must be at least two days prior to the observation. The post-conference must be no later than 5 work days following the observation.
   c. The evaluator's written observation comments shall be reviewed at the post-conference. The evaluator shall sign and date the comments. The teacher shall sign as having been given the opportunity to review the comments and date the comment sheet. The teacher's signature

does not necessarily mean agreement with the comments. The teacher shall be provided a copy of the observation comments.

4. Summative Performance Review
   a. The evaluator shall complete the Career Performance Review and arrange a mutually-agreed-upon date with the teacher to discuss the review. The evaluator shall provide the teacher with a copy of the complete Career Performance Review at least one day prior to the meeting.
   b. For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will begin discussion of future career goals that might be included in the next career development plan. This conference can be included as part of the post-observation conference in those situations when the evaluator has no major concerns regarding the teacher's performance. Both the evaluator and the teacher shall sign and date the review.
   c. If an evaluator indicates that the teacher is not meeting the expectations of the Iowa Teaching Standards, then those standards not being met must be identified, and the information and evidence used to make this decision will be provided to the teacher. Both the evaluator and teacher shall sign and date the review. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.

   d. By April 1 of the third year of the cycle, the evaluator shall make one of the following recommendations to the Superintendent:

      1. The teacher has demonstrated growth in meeting his/her goal areas, has met the Iowa Teaching Standards; and no change is recommended to the teacher's continuing contract.
      2. The teacher has not demonstrated growth in goal areas and, as determined by the evaluator, will be classified as in need of intensive assistance.

Tier Three

E. Intensive Assistance

When the evaluator determines, at any time, the teacher is not meeting one or more of the following:

1) District expectations under the Iowa Teaching Standards 1-7 and Criteria (Standard 8 is excluded);
2) The Individual Career Development Plan; or
3) Any other standards and criteria that the district has established;

the evaluator shall recommend to the Superintendent that the teacher participate in the Intensive Assistance Plan. The process may begin at any time but is not to exceed six (6) months in duration.

The review of the teacher in Intensive Assistance shall be made by the evaluator. At the conclusion of the designated timeframe, one of three recommendations shall be made:

1. The problem is resolved and the staff member is removed from Intensive Assistance.
2. Progress is noted, the timeline is extended, but may not exceed an additional six (6) months (i.e., total of plan not to exceed twelve months according to Iowa law) and work continues in the assistance phase.
3. The problem is not resolved and/or inadequate progress is noted. Action may then be taken by the District to terminate the teacher's contract.

Tier 3 is not grievable.

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5. The teacher may have an Association representative present at any meeting involving the performance review or other evaluation.

6. All employees' evaluations are to be fair and accurate and conducted by a qualified evaluator. Except for those precluded by statute, a non-probationary employee who has been evaluated has the right to grieve all evaluations, including the right to challenge said evaluations as unfair, unjust, or inaccurate, through the Grievance Procedure set forth in this contract, if the total evaluation is rated as unsatisfactory or not meeting District standards.

7. The evaluator shall have a meeting with the employee within five (5) school days following the final formal observation and prior to the submission of the written evaluation instrument to the Superintendent.

ARTICLE X

A. Accumulated Sick Leave:

Sick Leave: Any time after the teacher has reported for duty on the original contract, personal sick leave will be granted upon presentation to the Superintendent satisfactory evidence of illness according to the following scale:

A. First year of employment.....10 days
B. Second year of employment.....11 days
C. Third year of employment.....12 days
D. Fourth year of employment.....13 days
E. Fifth year of employment.....14 days
F. Sixth and subsequent years of employment.....15 days
G. Total Accumulated Sick Leave (No additional days added during year)- Maximum 112 days

Unused days of sick leave in any one year shall be credited for use in subsequent years with a maximum of 112 days so accumulated.

1. An employee who has a minimum of fifteen (15) years of experience in the school district and attained the of age of fifty-five (55) years, shall be given sick leave retirement pay based upon the following criteria: twenty-five (25) dollars for each unused sick leave day accumulated in the school district up to a maximum of one hundred (100) days. The twenty-five (25) dollars is based upon full-time employment and will be pro-rated for employees that are contracted for less than one (1) FTE.
2. If an employee uses sick leave days during the last year of employment, prior to retirement, the per diem amount will be reduced by one (1) dollar per day:

   a. one day (1) day sick leave used = $24/day for unused sick leave days
   b. two (2) = $23/day
   c. three (3) = $22/ day etc.

3. Sick leave retirement pay only applies to employees who retire from the school district.
4. One (1) free day shall be provided and used during the semester following an employee's use of three(3) sick leave days or less in a semester. If the free day is not used the following semester, it shall be withdrawn from the employee.

B. Extended Leave and FMLA:

An employee who is unable to work because of personal illness 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 one (1) year, upon written request from the employee.

The employee on the extended leave of absence may continue to participate in the District's group health and life insurance program at his/her own expense as permitted by the insurer.

It is the policy of the District to comply with the provisions of the Family and Medical Leave Act of 1993 (FMLA).

PROVISIONS:

1. All eligible employees are eligible for twelve (12) weeks of unpaid leave in accordance with the provisional of FMLA. However, allowed/available paid leaves must be utilized prior to and counted as part of said twelve (12) weeks of leave.

2. The District's 12-month period shall be from July 1 to June 30 and except in the initial year when the time period shall be the effective date of the Act until June 30 and further except in the case of child birth or adoption as provided in the FMLA.

3. Intermittent leave and reduced workweek are permitted subject to administrative approval or medical necessity.

4. Employees shall provide thirty (30) days advance notice of their desire to use FMLA leave when its use is foreseeable.

5. Employees shall provide medical certification within fifteen (15) calendar days of a request for medical certification by the District.

6. Employees on unpaid FMLA leave which extends into the next calendar month shall pay their health insurance premiums at the same time the same would be due if paid by payroll deduction unless an alternate voluntary agreement has been agreed to between the District and the employee. When said leave expires on a day other than the last day of a calendar month, the payment will be prorated on a daily basis.

7. In the event that an employee fails to return to work after the FMLA leave is exhausted, the District will recover its cost for health insurance premiums in accordance with CFR 825.213.

8. The special rules applicable to instructional employees as set forth in CFR 825.601 and 825.602 are applicable in the District.

C. Emergency and Bereavement Leave:

1. In the case of the death of the spouse, child, parent, parent-in-law or sibling, grandparent, grandchild, son-in-law or daughter-in-law of the employee, the employee shall be granted four (4) days of leave with pay per occurrence for attendance at the funeral and for any other purposes directly arising out of said death.

   In the case of the death of an aunt, uncle, niece, nephew, cousin, brother-in-law or sister-in-law, up to two (2) days per occurrence of leave shall be granted with pay for attendance at the funeral and for other purposes directly arising out of said death.

2. Up to five (5) emergency leave days may be approved by the superintendent when sick leave, family illness leave, bereavement leave and personnel leave have been completely used by the employee. The employee shall pay for the substitute during the emergency leave.

D. Professional Leave:

An aggregate of four (4) teacher days will be allowed the Association membership to send delegates to the Delegate Assembly or other professional Association-sponsored meetings. The Association shall be responsible for the cost of substitutes for teachers absent on Association business.

E. Personal Leave:

Employees will be given two (2) days of personal leave each year with the following stipulations:

1. Not more than four (4) teachers will be granted leave on the same day without the Superintendent's approval.

2. Requests for personal leave with less than 24-hour notice will be given at the Superintendent's discretion.

3. Personal leave the day before or after a vacation shall be at the Superintendent's discretion.

4. A total of one (1) unused day of personal leave shall be credited for use in subsequent years.

5. Employees will be able to carry over up to five (5) personal leave days after five (5) years of employment in the school district.

6. Upon retirement (at least fifty-five (55) years old and at least fifteen (15) years of employment in the school district) an employee shall be compensated twenty-five

(25) dollars for each unused personal leave day. The maximum amount of unused personal leave days shall be seven (7) (five (5) carried over days and two (2) days the last year before retirement).

ARTICLE XI

A. Regular Contract: The in-school work year shall not exceed 185 days.

Definition: The in-school work year shall include days when pupils are in attendance, orientation days, and any other days when employee attendance is required.

Non-Attendance: Employee attendance shall not be required whenever student attendance is not required due to inclement weather.

Holidays: The regular and extended contract of employees shall include five (5) paid holidays when they are inclusive in the work year calendar. Such holidays shall include: Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day. No employee shall be required to perform any duties on any of the above holidays.

School Hours: The school hours will be from 7:40 – 3:40 except on Fridays which shall end 15 minutes earlier.

ARTICLE XII

EMPLOYMENT AND ASSIGNMENTS

Assignment of Employees:

1. Presently Employed Staff - Each employee's contract shall list the grade to be taught in Pre K-5 and the general subject area to be taught in grades 6-12. This contract shall also list the teacher's salary schedule placement. Each employee shall receive their class assignments, subject assignments, building site, and a copy of the forth coming year's schedule no later than prior to the end of the academic school year.

2. New Staff - The Superintendent shall assign all newly appointed personnel to their specific positions within the subject area or grade level for which the Board has appointed them. New staff members shall receive notice of assignments not later than June 15th, except in cases of emergency.

B. Additional Provisions:

1. The Board of Education shall offer free passes to all staff members and spouses for admission to home activities. To be eligible for the pass, employees must agree to work two events in terms of ticket sellers, supervisors, etc., with reimbursement of $25.00 per activity. Payment shall be paid monthly.

2. Salaries for extra duties and coaching shall be determined by adding the limited provisions to the classroom nine-month wage.

3. Teachers of vocational agriculture, homemaking, librarian and counselor working on an extended-year contract will be paid the same rate as during the regular school year.

4. Full recognition will be given for twelve (12) years of experience outside the system for teaching and extra-curricular assignments.

5. Teachers qualifying for the BA +15, BA +30, MA or MA +15 division must be enrolled in a graduate program in his/her field of teaching or on a program approved by the Board. Only graduate hours shall apply.

6. Employees are to be paid twenty-four (24) times a year, beginning with September 5, 2006. Payment will be made on the 5th and 20th of each month.

7. Due to State Department of Public Instruction standards and regulations, Rule 3.4, (14), each public school teacher must have a medical examination before the start of their initial employment. The teacher will be reimbursed $40.00 toward the "out of pocket" cost of the state required physical upon presentation of an expense voucher, physical proof of insurance payment, if insured. If an employee

is required by to have subsequent examinations, the cost of such exam, not covered by insurance, shall be reimbursed by the District.

8. If an employee is required to travel between Rockwell City buildings during their teaching day to accomplish their normal teaching duties, they shall be reimbursed at the rate of $75.00 per year per teacher. This does not include coaching activities. Payment will be made in the May check.

   Employees required to travel from Rockwell City to Lytton or Lytton to Rockwell City during their teaching day shall receive $.34 per mile round trip. This payment shall be made after each quarter upon remittance of an accurate expense voucher. The District is not responsible for providing transportation.

9. Since Phase I and Phase II monies are part of the current salary schedule, if Phase I and/or Phase II dollars should be removed by Legislative action, the Board is not obligated to provide funds to replace those funds so removed.

Article XIII

EMPLOYEE INSURANCE

1. The District agrees to provide $491. per month toward health insurance. All employees shall take a single plan, except as stated below, and any amount in excess of the single plan may be applied to a cafeteria plan, an annuity or cash. The exception shall be that those opting out in the 2004 – 05 school year can continue to do so and they will receive $491. per month. Opt out employees shall show proof of coverage elsewhere. The Board and the Association shall mutually agree upon any changes in the benefits from the previous year.

2. The Board of Education and Association shall mutually agree upon the insurance company providing the group policy and benefits.

3. The benefit will be provided over 24 payments and the premium will be deducted from 24 pay periods. Coverage will start September 1 and run through August 31 of the year covered by this agreement.

C. Signature Clause:

Amendment: In witness thereof, the parties have caused this Agreement to be amended as signed by their Presidents and attested by their Chief Negotiator. The financial agreements of this contract shall be effective July 1, 2006, and shall continue through June 30, 2007. The language agreements of this contract shall be effective July 1, 2006, and shall continue through June 30, 2007.

ROCKWELL CITY/LYTTON EDUCATION ASSOCIATION	ROCKWELL CITY/LYTTON COMMUNITY SCHOOLS
Sheila K. Welander	[illegible]
President	President, Board of Education
Colleen Hecht	Peggy A. Thorman
Chief Negotiator	Chief Negotiator
5-3-2006	5-3-2006
Date of Signing	Date of Signing

2006-2007

ROCKWELL CITY-LYTTON COMMUNITY SCHOOLS

2006-2007 SALARY SCHEDULE

(Fall 1998 - STATE MINIMUM $23,000)

22,165 SUPPLEMENTAL BASE
22,695 BASE SALARY

		BA	BA+15	BA+30	MA	MA+15
STEPS	4	22695	23920	24595	25470	26270
	5	23330	24555	25230	26105	26905
	6	23965	25190	25865	26740	27540
	7	24600	25825	26500	27375	28175
	8	25235	26460	27135	28010	28810
	9	25870	27095	27770	28645	29445
	10	26505	27730	28405	29280	30080
	11	27140	28365	29040	29915	30715
	12	27775	29000	29675	30550	31350
	13	28410	29635	30310	31185	31985
	14	29045	30270	30945	31820	32620
	15	29680	30905	31580	32455	33255
	16	30315	31540	32215	33090	33890
	17	30950	32175	32850	33725	34525
	18	31585	32810	33485	34360	35160
	19	32250	33445	34120	34995	35795
	20	32915	34080	34755	35630	36430
	21	33580	34715	35390	36265	37065
	22	34245	35350	36025	36900	37700
	23		36015	36690	37565	38365
	24		36680	37355	38230	39030
	25		37345	38020	38895	39695
	26		38010	38685	39560	40360
	27		38675	39350	40225	41025
	28		39340	40015	40890	41690
	29		40005	40680	41555	42355
	30		40670	41345	42220	43020

**Teachers who go off the salary schedule will receive a 3% increment of the base per year

JPPLEMENTAL SCHEDULE																						
SE $22,165								(2% INCREASE OF PREVIOUS STEP)														
		YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR										
	%	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
GH SCHOOL		+	0.5%	1.0%	1.5%	2.0%	2.5%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
ad Basketball, Wrestling	10%	2,217	2,327	2,438	2,549	2,660	2,771	2,826	2,883	2,940	2,999	3,059	3,120	3,183	3,246	3,311	3,377	3,445	3,514	3,584	3,656	3,729
ootball & Volleyball																						
ad Softball & Baseball	9%	1,995	2,106	2,217	2,327	2,438	2,549	2,600	2,652	2,705	2,759	2,814										
A	9%	1,995	2,106	2,217	2,327	2,438	2,549	2,600	2,652	2,705	2,759	2,814	2,871	2,928	2,987	3,046	3,107	3,169	3,233	3,297	3,363	3,431
ad Track, Assistant Wrestling,	7%	1,552	1,662	1,773	1,884	1,995	2,106	2,148	2,191	2,235	2,279	2,325	2,371	2,419	2,467	2,516	2,567	2,618	2,671	2,724	2,778	2,834
ootball, Basketball & Volleyball																						
ad Golf	6%	1,330	1,441	1,552	1,662	1,773	1,884	1,922	1,960	1,999	2,039	2,080										
sistant Softball & Baseball	6%	1,330	1,441	1,552	1,662	1,773	1,884	1,922	1,960	1,999	2,039	2,080										
nd & Vocal	6%	1,330	1,441	1,552	1,662	1,773	1,884	1,922	1,960	1,999	2,039	2,080	2,122	2,164								
	%	+	0.25%	0.50%	0.75%	1.00%	1.25%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
eech, Musical, Play & Yearbook	3.5%	776	831	887	942	997	1,053	1,074	1,095	1,117	1,140	1,162	1,186	1,209	1,234	1,258	1,283	1,309	1,335	1,362	1,389	
sistant Track	3.5%	776	831	887	942	997	1,053	1,074	1,095	1,117	1,140	1,162										
sistant Golf	2.5%	554	610	665	720	776	831	848	865	882	900	918										
CLA	2.5%	554	610	665	720	776	831	848	865	882	900	918										
eerleading Sponsors: Football	2.0%	443	499	554	610	665	720	887	887	887	887	887										
restling & Basketball																						
ll Team	2.0%	443	499	554	610	665	720	735	749	764	780	795										
onsors: Jr & Sr Class,	1.0%	222	277	332	388	443	499	509	519	529	540	551										
panish & Art Clubs																						
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DDLE SCHOOL	%	+	0.25%	0.50%	0.75%	1.00%	1.25%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
ad Football, Wrestling,																						
olleyball & Basketball	4.5%	997	1,053	1,108	1,164	1,219	1,274	1,300	1,326	1,352	1,380	1,407	1,435	1,464	1,493	1,523	1,554	1,585	1,616	1,649	1,682	1,715
ad Track, Baseball, Softball	4.0%	887	942	997	1,053	1,108	1,164	1,187	1,211	1,235	1,260	1,285	1,310	1,337	1,363	1,391	1,418	1,447				
Band																						
sistant Football, Wrestling,	3.0%	665	720	776	831	887	942	961	980	1,000	1,020	1,040	1,061	1,082	1,104	1,126	1,148	1,171				
asketball & Volleyball																						
sistant Softball, Track &	2.5%	554	610	665	720	776	831	848	865	882	900	918										
aseball																						
eerleading & Play	2.0%	443	499	554	610	665	720	735	749	764	780	795										