Storm Lake CSD Storm Lake EA 7/1/2006 6/30/2007

STORM LAKE CSD / EA 06-07

Master Contract

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PUBLIC EMPLOYMENT
RELATIONS BOARD

Between the
Storm Lake Community School District
Board of Directors
and the
Storm Lake Education Association

July 1, 2006 - June 30, 2007

MASTER CONTRACT
between the
Storm Lake Community School District
Board of Directors
and the
Storm Lake Education Association

July 1, 2006– June 30, 2007

ARTICLE I
GRIEVANCE PROCEDURE

A. **Definitions**

1. A "Grievant" shall normally be only an employee. However, the Association may be a grievant in a "class grievance" as defined in Article I, Section B-1.

2. A "Grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this agreement.

3. "Day" shall mean any calendar day except Saturday, Sunday or a holiday. A holiday shall be a day observed by the district by the closing of schools.

4. Year-end Grievance. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could result in irreparable harm to the grievant or the school district, the time limits set forth herein shall be reduced by mutual agreement so that the grievance procedure may be exhausted, up to the setting of the arbitration date, prior to the end of the school year or within a maximum of thirty (30) days thereafter.

B. **Rights to Representation**

1. For the purposes of this agreement a "class grievance" is defined as a grievance involving more than one employee and/or more than one supervisor and/or more than one building. The Association may file a class grievance beginning at Step 3.

2. A grievant may at their request have an Association representative present at all steps of this procedure.

C. **Procedure**

Step 1. An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and their immediate supervisor.

Step 2. Within fifteen (15) days following the act or condition that is the basis of the complaint, the grievant shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The grievant and one supervisor shall be present for the meeting. The supervisor shall provide the aggrieved party with a written answer to

the grievance within five (5) days after the meeting. Such answer shall include the reasons upon which the decision was based.

Step 3. If the grievant is not satisfied with the disposition of his/her grievance at Level II, or if no decision has been rendered within five (5) days after presentation of the grievance, then the grievance may be referred to the Superintendent or his/her official designee. The Superintendent shall arrange for a hearing with the grievant to take place within five (5) days of his/her receipt of the appeal. The grievant shall have the right to include in the presentation such witnesses, as the grievant deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing(s), the Superintendent will have five (5) days to provide his/her written decision, together with the reasons for the decision, to the grievant and the Association.

Step 4. Binding Arbitration

a. If the grievant is not satisfied with the disposition of his/her grievance at Level III, or if no decision has been rendered within five (5) days after he/she has first met with the Superintendent, he/she may, within five (5) days after a decision by the Superintendent or fifteen (15) days after he/she has first met with the Superintendent, (whichever is sooner) request in writing that the Association submit his/her grievance to arbitration. If the Association determines that the grievance has merit, it may, by written notice to the Superintendent within fifteen (15) days after the receipt of the request from the aggrieved person, submit the grievance to binding arbitration. If any question arises as to arbitrariness, such question will first be ruled upon by the arbitrator selected to hear the dispute.

b. Within ten (10) days after such written notice of submission to arbitration, the Superintendent and Association may attempt to agree upon a mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the ten day period, a request for a list of arbitrators shall be made to the Public Employment Relations Board by either party. The parties will be bound by the rules and procedures of the Public Employment Relations Board.

c. The arbitrator selected will confer with the representatives of the Superintendent and the Association and hold hearings promptly. The arbitrators' decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which is violative of the terms of this agreement. The arbitrator shall be empowered to include in any award such remedies, as he/she may deem proper. The decision of the arbitrator will be submitted to the Board and the Association and will be final and binding upon the parties.

d. The costs for the services of the arbitrator, including per diem expenses, if any, and his/her travel and subsistence expenses and the cost of any hearing room, will be borne equally by the Board and the Association. All other costs will be borne by the party incurring them.

D. **Arbitration**

An arbitrator shall decide all substantive and procedural arbitration issues arising under this agreement. However, if an arbitrator rules that a procedural arbitration error bars a decision on the substance of the grievance, no report or judgment need be rendered on the substantive issues. Separate hearings shall not be required for procedural arbitration and substantive issues. The arbitrator may discontinue the hearing if he/she finds there is a procedural error.

E. **Grievance Forms**

Forms for filing grievances, serving notices, taking appeals, reports and recommendations, and other necessary documents will be prepared jointly by the Superintendent and the Association so as to facilitate operation of the grievance procedure. The costs of preparing such forms shall be borne by the Board.

ARTICLE II
LEAVES OF ABSENCE

A. **Sick Leave**

1. All employees will be allowed sick leave with pay for personal illness or temporary disability, including pregnancy. The schedule for such leave each consecutive year for all employees shall be as follows:

Number of years employed by District	Number of sick leave days allowed
1	10
2	11
3	12
4	13
5	14
6 and subsequent	15

2. If there should be an unused portion of sick leave in any one year, it shall be cumulative up to a maximum of one hundred twenty (120) days.

3. Following sick leave, employees shall complete the report form supplied by management, stating the reason for their illness or temporary disability.

4. After three (3) days absence, the employee, at the request of management, shall furnish a statement from medical personnel as to the reason for the absence. At the request and expense of management the employee will obtain a second medical opinion from a different physician. In the event an employee determines that the employee will need to be absent for medical reasons, the employee shall notify the Superintendent of the expected leave dates and keep the administration advised of the employee's condition and advise the administration of the earliest date that the employee's doctor feels in his/her reasonable medical opinion the employee could safely return to work. The leave under this article shall terminate upon that date. If the administration desires, they may have the employee examined by a doctor mutually agreeable to both parties and the district shall pay the costs of that examination.

5. An accounting of sick leave shall be given each employee by October 1 each year.

6. Current employees shall retain sick leave accumulated from their date of continuous employment.

7. Job Related Illness or Injury
   Absence due to injury or illness which is compensable under the Iowa Worker's Compensation Law shall relieve the Board of payment of salary as sick leave and shall not be charged to the employee's accrued sick leave benefits. The Board will pay to such injured employee the difference between his/her regular contract salary and the Worker's Compensation payments for the duration of such absence.

B. **Personal Leave**
Personal leave days shall be totaled on an annual basis with each full-time employee being granted three (3) personal days in the first year of this contract, 2001-02, or from the employee's first year of employment, should it occur after the 2001-02 contract year.

1. An employee using the first day of available leave in the first year shall be entitled to such leave without loss of pay, not including supplemental pay.

2. An employee using the second available day in the first year shall have deducted from their salary an amount equal to substitute wages for one (1) day.

3. An employee not using the first or second day of personal leave shall be reimbursed an amount equal to one day of substitute pay for each day not used. This amount will be paid in the employee's next monthly check.

4. An employee using the third day of personal leave shall have deducted from their salary an amount equal to their daily wage, not including supplemental pay.

5. An employee not using the first or second day of personal leave shall be entitled to two personal days available without loss of pay in the next year.

6. An employee, when having two (2) personal days available (without loss of pay), may use one (1) day of personal leave (without loss of pay) and shall be reimbursed an amount equal to one (1) day of substitute pay for the remaining personal day plus have available two (2) days of personal leave in the next year (without loss of pay).

7. An employee using two (2) or more days of personal leave in the same contract year shall have available, in the following year, the same three (3) personal days available to all new employees to the district.

8. The first five (5) days and the last five (5) days of the school year and the days immediately prior to or after vacation or holidays may be granted as personal leave at the discretion of the administration. A maximum of eight (8) employees will be allowed to use this personal leave simultaneously on these specified days.

9. The employee shall give three (3) days notice of intention to use the leave except in cases of emergency.

10. The administration may limit the number of teachers using this leave to the number of substitutes available to cover the duties of the teachers requesting the leave.

C. **Emergency Leave**

1. Bereavement
   a. Employees shall be granted up to five (5) days paid leave per occurrence in the event of death in an employee's immediate family. The immediate family is the employee's spouse, child, parent, sibling, grandparent or grandchild.

   b. Employees shall be granted up to two (2) days paid leave in the event of an in-law's death.

   c. Employees may, at the Superintendent's discretion, be granted one (1) day or any portion of a day to attend the funeral of a friend, aunt, uncle, nephew, niece, district employee, or student in the district.

2. Family Illness
   Each employee shall be granted up to five (5) days per school year for serious illness in the immediate family. Each employee may be granted up to five (5) additional days for serious family illness with the employee reimbursing the district for the cost of a substitute teacher for the number of days used. Serious illness is an illness requiring professional treatment and shall be an emergency situation to qualify for this leave.

D. **Jury Leave**

An employee called for jury duty shall have leave with full pay. The employee shall pay to the district jury pay received.

E. **Selective Service Leave**

Employees called for selective service physical examinations shall be excused without loss of pay for such purposes.

F. The Superintendent may grant leave without pay at the discretion of the Superintendent.

G. **Association Leave**

Officers and representatives of the Association shall be granted a total of seven (7) days paid leave for official Association business upon written notice to the Superintendent or his/her designee. If there are members of the Association that are state officers of the ISEA, three (3) additional days shall be available as Association leave for use by a state officer or officers. The Association shall pay to the district an amount equal to the substitute pay for each day of association leave taken.

H. **Educational Improvement Leave**

Leave for educational improvement shall be granted by the Board of Education without pay for the purpose of engaging in study at an accredited college or university in the area of current subject matter of the employee or an area approved by the Superintendent. This leave

shall be available after five (5) years experience in the Storm Lake Community School District. Employees shall have a right of appeal to the Board of Education from the Superintendent's decision.

I. **Adoption Leave**
In case of legal adoption up to fifteen (15) days leave shall be granted to the employee. This leave shall be deducted from the sick leave.

ARTICLE III
EMPLOYEE EVALUATION PROCEDURES

A. **Notification - Assigned Employees**
Within four (4) weeks after the beginning of each school term, the building principal or appropriate supervisor shall acquaint each employee under his/her supervision with the evaluation procedures, standards, and instruments and advise each employee as to the designated supervisor who will observe and evaluate his/her performance. No evaluation shall take place until orientation has been completed.

B. **Observation and Purpose**
All observations of an employee shall be conducted with the full knowledge of the employee.

C. **Required Observation - New Employees**
Persons who are on probationary status shall be formally evaluated at least two (2) times, during the years they are on probationary status. A probationary employee involved in extra-curricular activities shall be evaluated in these areas once each year while on probationary status.

D. **Required Observation - Continuing Employees**
A continuing employee shall be formally evaluated two (2) times every third year. A continuing employee involved in extra-curricular activities shall be evaluated in these areas once every third year.

E. **Formal Evaluation Procedures**
1. The building principal or appropriate supervisor shall evaluate each employee formally in writing.

2. A copy of each formal written evaluation shall be given the employee and a conference shall be held between the employee and the building principal or appropriate supervisor within seven (7) school days following the observation. A copy signed by both parties shall be given to the employee. The employee's signature does not necessarily mean agreement with the evaluation, but rather awareness of the content. No employee shall be required to sign a blank or incomplete form.

3. If the employee feels his/her formal written evaluation is incomplete, inaccurate, or unjust, he may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

4. In the written evaluation, the evaluator shall identify alleged deficiencies of the employee. If deficiencies are identified, the evaluator and employee shall collaboratively design a plan for remediation. This written remediation plan shall include steps for alleviation of the said deficiency and a time line for successful completion. During the time set aside for remediation, the employee shall be routinely observed and the evaluator and employee shall meet at least twice per month to discuss the employee's progress. Progress on the remediation plan shall be noted on the plan and both the evaluator and employee shall sign off and date the plan to indicate when adequate improvement has taken place. Following remediation, the employee shall be reevaluated in compliance with the procedure of this article.

5. Coaches shall be evaluated at the conclusion of their season(s). For coaches who coach one sport only, their written evaluations shall be delivered within two weeks of the completion of their season and fulfillment of their obligations (equipment check-in, etc.). For those coaches in multiple sports, their written evaluations shall be delivered by April 1, for sports in the fall and the winter months, or by the first day of school of the new school year for sports in the preceding spring and summer months. Should any deficiencies be noted in the evaluations, the remediation procedure in E.4 shall be followed.

F. Individual Career Development Plan

1. On a yearly basis each certified staff member shall draft an individual career development plan.

2. The certified staff member's evaluator will meet individually with the certified staff member to review and/or to jointly modify the plan as needed, so the plan meets the evaluator's approval. The individual career development plan may be either individual or connected to a collaborative group plan. Both parties will then sign and receive a copy of the approved plan.

3. Steps one and two should be accomplished within the first semester.

4. Modification(s) of the plan after initial approval may be done at any time by mutual agreement. Once again, both parties will sign and receive a copy of the modified plan.

5. During the second semester, the evaluator will review documentation provided by the certified staff member to show either progress towards or attainment of individual career development plan goal. The certified staff member will provide the evaluator with a copy of the documentation at least one day prior to the review meeting. Any information from this review meeting being placed in the certified staff member's file shall be signed by both parties and a copy given to the certified staff member.

G. **Personnel File Review**

1. Each employee shall have the right at reasonable times to review the contents of his/her personnel file. A representative of the Association, at the employee's request, may accompany the employee in this review.

2. The Board or its administrative representative, including building principals, shall not establish any separate personnel file which is not available for the employee's inspection.

H. **Personnel File**
The employee shall have the right to respond to all materials contained in said file and to any materials to be placed in said file in the future. Such employee's responses shall become a part of said file.

I. **Personnel File Reproduction**
The employee shall have the right to reproduce any of the contents of his/her file at the employee's expense.

ARTICLE IV
STAFF REDUCTION PROCEDURES

When the Board of Education and the administration determined that it is necessary for reduction of staff for any reason, the administration shall follow the following procedure:

A. The administration shall first determine what area of program or area of staff shall be reduced.

B. The first effort shall be to utilize normal attrition within the category wherein the administration is recommending the reduction.

C. The second effort shall be to reduce temporary or emergency certifications within the category wherein the administration is recommending the reduction.

D. If the first two efforts don't accomplish the reduction, the administration shall make a recommendation to the Board of Directors of the district as to which staff person or persons shall be subject to reduction. For purposes of this article, the person(s) subject to staff reduction shall be compared within the following categories: K-6 and 7-12. Grades 7-12 shall be by subject categories, i. e., language, arts, social studies, title programs.

E. The administration, in determining which staff person(s) shall be subject to reduction, shall consider evaluations, extracurricular activities participation, degrees and hours obtained, certifications, seniority and competence.

F. Seniority for purposes of this contract shall be greater continuous employment in the district. Persons employed part-time shall receive perorate seniority, i.e., a half time person shall receive a one-half year seniority.

ARTICLE V
DUES DEDUCTION

Association dues shall be deducted for teachers who deliver a check off card to the District Secretary by October 1.

ARTICLE VI
HEALTH AND SAFETY PROVISIONS

The District will pay the difference between insurance coverage and the cost for evidence of physical fitness required by the Department of Education, not to exceed fifty dollars ($50.00). The form which shall be supplied by the district will require a statement by a licensed physician of the employee's choice, which shall attest that the employee is or is not physically fit to perform his or her assigned duties and the employee has passed the tuberculosis test. Any additional physical exams requested of the employee to show evidence of physical fitness as required by the Department of Education shall be paid for by the district.

ARTICLE VII
HOLIDAYS AND VACATIONS

A. **Paid Holidays**
All members of the bargaining unit shall be entitled to six (6) paid holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, the Friday before Easter and Memorial Day. No employee shall be required to perform duties on any of the above holidays.

B. **Vacations**
All members of the bargaining unit shall receive the following unpaid vacation periods:

1. Thanksgiving vacation shall be the Friday following Thanksgiving Day.

2. Christmas vacation shall include up to ten (10) days. This will vary from year to year. If Christmas falls on a Saturday, the vacation period will include the preceding Friday. If New Year's Day falls on Sunday, the vacation period will include at least the following Monday.

3. Spring vacation will include a movable consecutive two (2) days.

ARTICLE VIII
WORK DAY

A. **Work Day**
The workday for employees shall begin at 8:00 a.m. and shall end at 4:00 p.m. Monday through Thursday. On Fridays, the workday shall end at 3:30 p.m. At the beginning of the school year, the building administrator and the building faculty will discuss the options of the school day. The final decision of the workday will be with the building administrator. The workweek will not be longer than 39 1/2 hours.

B. **Early Dismissal Due to Inclement Weather**
In the event of early dismissal because of inclement weather conditions, the employees may leave thirty (30) minutes after the building dismissal time. In the event of late starts due to inclement weather, the start of the teachers' day will be delayed by the same amount as the announced school delay.

C. **Lunch Period**

All elementary, middle school and high school employees shall be entitled to a paid duty-free, uninterrupted lunch period of at least twenty-seven (27) consecutive minutes.

ARTICLE IX
WAGES AND SALARIES

A. **Schedule**

1. The contract will have a base salary of $26,016, which would include integration of Phase I and II funds into the salary schedule, subject to the provision that a reduction in Phase funds will be automatically reduced dollar for dollar as provided in the current contract. (See Article X.)

2. A 6.01% total package increase for salary and benefits will be provided for in the 2006-07 contract.

B. **Placement on Salary Schedule**

1. Adjustment to Salary Schedule

   Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this agreement and in accordance with paragraph 2 below. Any employee hired at or prior to the beginning of the second (2nd) semester of any school year shall be given full credit for each year of service toward the next increment step for the following year.

2. Credit for Experience

   Credit up to the maximum years of experience of any salary level on the employee salary schedule may be given for previous outside teaching experience upon initial employment.

C. **Advancement on Salary Schedule**

1. Increments

   Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their education classification is reached. A year of service consists of employment in the Storm Lake Community School District for one (1) semester or more in one school year.

2. Educational Lanes

   Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of additional education credit with the Superintendent no later than September 15. Pay adjustments shall be retroactive to the beginning of the same year.

D. **Method of Payment**

1. Pay Periods

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

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

E. **Extra Period Compensation**
   Any certificated employee who agrees to an extra pupil-teacher contract period on a given day will be compensated at a rate of $7.00 per pupil contact period.

F. **Extended Year Contract Rate**
   Employees who accept an assignment beyond the normal work year shall be compensated at a rate of 1/193rd (or the appropriate fraction which represents the per diem rate based on the length of the normal school year if that length shall be other than 193 days) of the BA step one salary in effect for each day worked.

G. **Non-Certificated Nurse**
   The non-certificated school nurse shall receive the same percentage increase equal to the average increase for the certified staff.

H. **Overtime Pay**
   Teachers shall be granted a pass allowing them to attend school functions without charge in return for committing themselves to work two assigned duties per year. In the event teachers commit to work two additional assigned duties per year, they shall receive a guest pass. In the event teachers are assigned more than two duties per year, or in the event they have committed for a guest more than four duties per year, and where those duties extend beyond the normal closing time or where they require work at times when school is closed, they shall be compensated at a rate of $15 per session. However, teachers are expected to engage in special duties as a part of their classroom activities and this assignment of duties clause shall not pertain to curriculum meetings, staffings, open-house activities, parent-teacher conference activities or other professionally related activities so long as the total of the activities are of a reasonable manner.

STORM LAKE COMMUNITY SCHOOL DISTRICT
SALARY SCHEDULE
2006-07

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
0	1.00	1.05	1.12	1.15	1.20	1.25
	26,016	27,317	29,138	29,918	31,219	32,520
1	1.04	1.09	1.16	1.19	1.24	1.29
	27,057	28,357	30,179	30,959	32,260	33,561
2	1.08	1.13	1.20	1.23	1.28	1.33
	28,097	29,398	31,219	32,000	33,300	34,601
3	1.12	1.18	1.25	1.28	1.33	1.38
	29,138	30,699	32,520	33,300	34,601	35,902
4	1.16	1.23	1.30	1.33	1.38	1.43
	30,179	32,000	33,821	34,601	35,902	37,203
5	1.20	1.28	1.35	1.38	1.43	1.48
	31,219	33,300	35,122	35,902	37,203	38,504
6	1.25	1.32	1.39	1.43	1.48	1.53
	32,520	34,341	36,162	37,203	38,504	39,804
7	1.29	1.36	1.43	1.48	1.53	1.58
	33,561	35,382	37,203	38,504	39,804	41,105
8	1.33	1.40	1.47	1.53	1.58	1.63
	34,601	36,422	38,244	39,804	41,105	42,406
9	1.37	1.44	1.51	1.57	1.62	1.67
	35,642	37,463	39,284	40,845	42,146	43,447
10	1.41	1.48	1.55	1.61	1.66	1.71
	36,683	38,504	40,325	41,886	43,187	44,487
11	1.45	1.52	1.59	1.65	1.70	1.75
	37,723	39,544	41,365	42,926	44,227	45,528
12	1.49	1.56	1.63	1.69	1.74	1.79
	38,764	40,585	42,406	43,967	45,268	46,569
13		1.60	1.67	1.73	1.78	1.83
		41,626	43,447	45,008	46,308	47,609
14			1.71	1.77	1.82	1.87
			44,487	46,048	47,349	48,650
15				1.81	1.86	1.91
				47,089	48,390	49,691
Career Increment	40,702	43,707	46,712	49,443	50,809	52,175

SUPPLEMENTAL PAY SCHEDULE
2006-07

Teachers that are assigned to supplemental pay duties which are set forth in this article shall receive payments which shall equal the percent following the category multiplied times the BA base zero step:

$26,016.00

FOOTBALL		
Varsity Head	0.16	4,163
Varsity Asst.	0.12	3,122
Varsity Asst.	0.12	3,122
10th Head	0.12	3,122
10th Asst.	0.09	2,341
9th Head	0.09	2,341
9th Asst.	0.08	2,081
8th Head	0.08	2,081
8th Asst.	0.07	1,821
7th Head	0.08	2,081
7th Asst.	0.07	1,821
BASKETBALL - BOYS & GIRLS		
Varsity Head	0.16	4,163
10th Head	0.12	3,122
9th Head	0.09	2,341
8th Head	0.08	2,081
8th Asst.	0.07	1,821
7th Head	0.08	2,081
7th Asst.	0.07	1,821
Varsity Girls Chaperone	0.03	780
TRACK - BOYS & GIRLS		
Varsity Head	0.16	4,163
Varsity Asst. (2) G & B	0.12	3,122
MS Head (1) G & B	0.08	2,081
MS Asst.	0.07	1,821
Cross Country	0.12	3,122
Cross Country Asst	0.08	2,081
MS Cross Country	0.08	2,081
WRESTLING		
Varsity Head	0.16	4,163
Varsity Asst.	0.12	3,122
Varsity Asst.	0.09	2,341
MS Head	0.08	2,081
MS Asst.	0.07	1,821
Strength Coordinator	0.16	4,163
GOLF-BOYS & GIRLS		
Varsity Head	0.12	3,122
Asst. V. Golf	0.08	2,081
TENNIS - BOYS & GIRLS		
Varsity Head	0.12	3,122
Asst. V. Tennis	0.08	2,081
SUMMER BASEBALL/SOFTBALL		
Baseball Varsity Head	0.16	4,163
Baseball Varstiy Asst.	0.12	3,122
9th Baseball	0.09	2,341
Softball Varsity Head	0.16	4,163
Softball Varsity Asst.	0.12	3,122
9th Softball	0.09	2,341
VOLLEYBALL		
Varsity Head	0.16	4,163
Varsity Asst.	0.12	3,122
9th Head	0.09	2,341
8th Head	0.08	2,081
8th Asst.	0.07	1,821
7th Head	0.08	2,081
7th Asst.	0.07	1,821

SWIMMING - BOYS & GIRLS		
Varsity Head	0.12	3,122
SOCCER - BOYS & GIRLS		
Varsity Head	0.12	3,122
Asst. Soccer	0.08	2,081
MUSIC		
HS Instrumental	0.15	3,902
HS Instrumental Asst.	0.07	1,821
HS Vocal	0.10	2,602
MS Vocal	0.02	520
HS Musical	0.05	1,301
MS Musical	0.02	520
7/8 Instrumental	0.07	1,821
4-12 Orchestra	0.12	3,122
Strings Instruction	0.05	1,301
Summer program as arranged per registration		
EXTENDED TIME		
1/193 of individual's contract salary for each day worked		
2 Guidance - up to 15 days		
Computer Coordinators - up to 15 days		
MISCELLANEOUS		
HS Plays	0.05	1,301
HS Debate	0.06	1,561
Academic Decathlon/Quiz Bowl	0.06	1,561
DECA	0.04	1,041
Advanced Career Exploration	0.04	1,041
Skills USA	0.04	1,041
JETS Competition	0.02	520
Mock Trial	0.03	780
Group Speech	0.07	1,821
Individual Speech	0.07	1,821
Asst. Group Speech	0.04	1,041
Asst. Individual Speech	0.04	1,041
HS Newspaper	0.045	1,171
MS Newspaper	0.012	312
Varsity Cheerleaders	0.08	2,081
9th Cheerleaders	0.02	520
MS Cheerleaders	0.02	520
Drill Team/Dance Squad	0.06	1,561
Model UN	0.04	1,041
HS Concession (Per Night)	0.003	78
HS Yearbook	0.045	1,171
MS Yearbook	0.02	520
Prom Chairperson	0.026	676
Prom Asst.	0.013	338
Key Club	0.02	520
International Club	0.012	312
MS Student Council/Concessions	0.07	1,821
HS Student Council	0.08	2,081
HS Art Club/Competition (2)	0.03	780
Art Fair (each)	0.005	130
HS Set Design (2)	0.02	520
MS Set Design	0.01	260
MS Team Leader-shared by all	0.09	2,341
FCCLA Sponsor	0.04	1,041
HS Intramurals	0.03	780
(Asst. 01 .006 per session)		
SODA	0.02	520

INSURANCE

The District shall pay the employees' costs for a health and major medical program and a fifteen thousand dollar ($15,000.00) individual term life insurance policy and an individual disability program, said policies to be selected by the Board of Directors. Part-time employees who qualify for coverage within the group shall receive a pro-rata contribution towards these insurance programs. Two persons employed by the district subject to this agreement may pool the dollars allowed for individual coverage to purchase dependent coverage.

ARTICLE XII
TRANSFER PROCEDURES

A. **Definition**
The assignment of an employee to a different grade level, subject area or building shall be considered a transfer.

B. **Requests for Transfer**
If an employee desires a change in grade or subject area or building he or she may file a written request with the Superintendent stating the transfer desired. Such requests shall be submitted no later than March 15 for the following school year.

C. **Posting of Notice**
Vacancies shall be posted by either placing a notice in the weekly bulletin or posting the notice on the bulletin board in the faculty room.

D. **Conferences**
After the vacancy has been posted for five (5) school days the employees submitting written requests for a transfer to the vacancy shall each have a conference with the Superintendent. Within five (5) school days after the last conference concerning the vacancy, a written explanation will be furnished to all applicants for the transfer.

E. **Involuntary Transfers**
Involuntary transfers will not be used to fill a vacancy when it has been determined by the Superintendent that the vacancy can be filled with a voluntary transfer.

1. Notice
   The teacher who is to be involuntarily transferred shall receive written notice prior to May 1st or as soon thereafter as possible.

2. Conference
   A conference between the teacher, administrator or administrators involved and a representative of the Association shall be held within five (5) school days of the notice. A written explanation shall be furnished to the teacher within five (5) school days after the conference.

If any item of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to the law, then such item and only such item shall be deemed invalid. All other items or applications shall continue in full force and effect.

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

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.

For the Storm Lake Education Association	For the Board of Directors of the Storm Lake Community School District
President	President
5/5/06	5/19/06
Date	Date
Chief Negotiator	Chief Negotiator
5-12-06	5-16-06
Date	Date

It is the policy of the Storm Lake Community School District not to discriminate on the basis of sex, race, national origin, creed, age, marital status or disability in its educational programs, activities or employment policies as required by Title VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments and Section 504 the Federal Rehabilitation Act of 1973.

It is also the policy of this district that the curriculum content and instructional materials utilized reflect the cultural and racial diversity present in our community and in the United States, and the variety of careers, roles and life-styles open to women as well as men in our society. One of the objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias on the basis of sex, race, ethnicity, religion and physical disability. The curriculum should foster respect and appreciation for the cultural diversity found in our country and an awareness of the rights, duties and responsibilities of each individual as a member of a pluralistic society.

Inquires regarding compliance with Title IX, Title VI or Section 504 may be directed to Diane Jones, Storm Lake, Iowa 50588, telephone 712-732-8080; or to the Director of the Civil Rights Commission, Des Moines, Iowa; or to the Director of the Region VII Office of Civil Rights, Department of Education, Kansas City, Missouri.