CHAPTER 1
BASIC AGREEMENT PROVISIONS

ARTICLE 1: RECOGNITION

The Board of Directors of the Community School District of Camanche and the Camanche Education Association have agreed to follow the Letter of Understanding (Appendix B) for the 2025-2026, 2026-2027, 2027-2028, 2028-2029, 2029-2030 school years.

Definitions

1. The term "Board", as used in this agreement, shall mean the Board of Education of the Community School District of Camanche or its duly authorized representative.

2. The term "employees", as used in this agreement, shall mean all full time and regular part-time professional employees, including certified nurses, librarians, counselors, and classroom teachers; and including but not limited to department heads, and team leaders. EXCLUDED: Superintendent, administrative assistant, Principals, all non-professional employees, Activities Director, substitute teachers, and all others excluded by Section 4 of the Act.

ARTICLE 2: GRIEVANCES

Section A. Definitions

1. A "grievance" is a claim by an employee or the Association that there has been a violation, misapplication, or misinterpretation of any provisions of this Agreement.

2. Grievant - A "grievant" is the person or the Association filing the grievance.

Section B.

Grievance Processing - It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.

Section C.

The grievant may be represented at all levels of the grievance procedure by himself, or at his option, by a representative or representatives selected or approved by the Association. The appropriate immediate supervisor and/or the Superintendent also have the right to representation at all levels of the grievance procedure.

Section D.

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

1. Level 1. The grievant shall attempt to resolve the grievance informally, within 15 school days of its occurrence or within 15 school days after a grievant could reasonably be expected to have been aware of the alleged violation, by informal discussion with the appropriate immediate supervisor. If grievances occur or are not completed within the school year, school days for purposes of this grievance procedure shall be interpreted to mean central office workdays. The appropriate immediate supervisor will reply in writing to the grievant within five (5) school days after discussion of the grievance.

2. Level 2. If, after discussion with the grievant's appropriate immediate supervisor at Level 1, the grievance is not settled and the grievant wishes to appeal the grievance to Level 2, the grievant will reduce the grievance to writing and submit it to the appropriate immediate supervisor within ten (10) school days after receipt of appropriate immediate supervisor's written reply. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved, and the relief sought.

   At this point, a grievance resolution team (GRT) consisting of three (3) members appointed by administration, including the Superintendent, and three (3) members appointed by the Association, including the Association President, will be convened to attempt to resolve the grievance. One member from management and one member from Association will serve as the facilitator or recorder as agreed upon by the team. All members of the GRT will have been trained and be competent in the interest based problem solving process used in negotiations. The grievant and immediate supervisor will not be part of the GRT, but they are expected to meet with the GRT when necessary to provide information and to otherwise assist the GRT in its efforts to secure a resolution of the grievance locally through an interest based problem solving process.

   The GRT shall meet within ten (10) school days of receipt of the Level 2 grievance and shall issue a recommendation of resolution or report a lack of consensus in writing to the Association President and Superintendent within twenty (20) school days of the team's first meeting. It is the purpose of this team to review the history and facts surrounding the grievance. The GRT will use this information and problem solving process to attempt to resolve the grievance. The GRT may utilize the critical friend from IBB. If the GRT reaches consensus concerning the appropriate resolution of the grievance, it shall issue a written report that shall include a copy of the written grievance, history, facts, and documentation reviewed by the GRT. This report shall be the response to the written Level 2 grievance to the grievant and the appropriate immediate supervisor. If there is not consensus, the Superintendent shall provide a written answer to the grievant within ten (10) school days after receipt of the GRT report.

3. Level 3. Grievances not settled at Level 2 of the grievance procedure may be appealed to the School Board by the Association by written notice of a request for-appeal, submitted to the Board President, within fifteen (15) school days of receipt of the GRT report or the Superintendent's answer at Level 2. Within seven (7) school days of receipt of such request, a hearing shall be scheduled to hear the grievance within 15 days. After the Board hears such evidence the parties desire to present, shall render a written opinion and award. The Board shall have no authority to add to, subtract from, modify or amend any terms of this Agreement. A decision of the Board shall, be final and binding upon the parties. Upon mutual agreement of the District and the Association, grievances involving similar facts, issues, and contract provisions shall be consolidated for hearing and determination.

   Should a grievance proceed to appeal, the written report of the GRT will be submitted as a joint stipulation. No testimony will be provided regarding offers of settlement or options for resolution of the grievance that were developed during the GRT step of the grievance procedure.

   Prior to convening of a GRT for those grievances arising from Article 3B (Employee Rights) ~~or~~ the grievant and the involved supervisor(s) must each complete their own interest base Level 2 waiver which affirms the following to the Association and the District:

a. That the grievant and involved supervisor(s) voluntarily elect to submit the grievance to the GRT process;

b. That participation by the grievant and involved supervisor(s) in the GRT process will not give rise to any claims whatsoever by the grievant or the involved supervisor(s) against participants in the process, including the Association and the Association's representatives as well as the District and the District's representative's. It is understood that lack of consensus by the GRT will result in a written answer by the Superintendent and that said written answer may be appealed to arbitration by the grievant, subject to approval of the Association. Also a decision of the grievant and/or involved supervisor(s) not to utilize the GRT for a 3B grievance will necessitate a written answer to the grievance by the Superintendent within ten (10) school days of when the grievant submitted the grievance in writing in accordance with timelines set forth in Level 2. The Superintendent's written answer in this instance could also be appealed to arbitration, subject to the approval of the Association.

c.

Section E.

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

Section F.

No reprisals. No reprisals of any nature shall be taken by the District against any grievant or his representatives because of their participation in the grievance procedure.

INTEREST BASED LEVEL 2 WAIVER

The undersigned grievant and involved supervisor(s) hereby voluntarily exercise their right to utilize an Interest-Based Alternative Grievance Procedure (Hereafter "GRT Procedure") to attempt to resolve their dispute arising under Article 3B (Employee Rights) OR of the handbook. In addition to opting for the GRT Procedure, the undersigned parties state as follow:

1. I have voluntarily elected to submit this grievance to the GRT Procedure.

2. My participation in this process will not rise to any claims whatsoever against other participants in the process.

3. I understand that should "assistance from" the grievance resolution team fail to resolve this matter at Level 2, the grievant may appeal the matter arbitration pursuant to Article 2 of the master contract, subject to the approval of Camanche Education Association.

_____	_____
Date	Date
_____	_____
Grievant	Supervisor

ARTICLE 3: RIGHTS

Section A. Employer Rights

The Board shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and right to:

1. Direct the work of its public employees.

2. Hire, promote, demote, transfer, assign, and retain public employees in positions within the public agency.

3. Maintain the efficiency of governmental operations.

4. Determine and implement methods, means, assignments and personnel by which the public employer's operations are to be conducted.

5. Take such actions as may be necessary to carry out the mission of the public employer.

6. Initiate, prepare, certify, and administer its budget.

7. Exercise all powers and duties granted to the public employer by law.

Section B. Employee Rights

1. Rights and Protection in Representation

It is recognized that the public employees of the Camanche Community School District shall enjoy all rights as guaranteed by state laws and the Constitutions of the United States and of Iowa. However, the enjoyment of these rights shall not be subject to the grievance procedure provision of this contract.

2. Association Identification

No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

Section C. Association Rights

1. Use of Facilities

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the Superintendent's office.

2. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teacher's lounges and workrooms, but not in areas open to the public or students. The Association may use the district mail service and employee mailboxes for communications to employees. A copy of all materials passed through the school mail services will be sent to the Superintendent.

3. Access to Members

Duly authorized representatives of the CEA and representatives of the affiliate, with permission of the Superintendent shall be permitted to transact official Association business on school property at all reasonable times (preparation periods, before and after school and at noon break), provided that this shall not interfere with or interrupt normal school operations.

4. Information

The Association shall be furnished on request regularly and routinely prepared information concerning the financial condition of the school, including the adopted budget. In addition, the Board and the administration will grant reasonable requests for other readily available and pertinent information which may be relevant to negotiations. Nothing herein shall require the administrative staff to research and assemble information.

5. Released Time

At the beginning of each school year and conditioned on being given advance notice of one (1) week, except in the case of emergency, the Board will credit to the Association paid and released time to a total of eight (8) days per year for the purpose of transacting official Association business by its officers and Association-authorized members.

6. Board Meetings

The Board shall place on the agenda of each regular Board meeting an item for consideration under "new business" any matters brought to its consideration by the Association provided that such matters are made known to the Superintendent's office seven (7) days prior to said meeting. A copy of the School Board agenda will be sent to the president of the CEA at the time of mail out.

ARTICLE 4: ADDITIONAL PAY FOR ADDITIONAL WORK

Section A. Extra-Curricular Activities

1. Approved Activities

The Board and the Association agree that the extra-curricular activities listed in the schedule are official school-sponsored activities.

2. Rates of Pay

Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay or other stipulations in the attached Supplemental Salary Hiring Schedule.

3. The generator base for the Supplemental Salary Hiring Schedule will be $24,500.00.

4. Any employee who takes on more than 1 supplemental contract listed above is allotted one (1) additional personal day per contract year.

Section B. Expenses of Traveling Employees

1. Employees who may be requested to use their own automobiles in the performance of their duties and employees who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the rate set by the State of Iowa.

2. The same allowance shall be given for use of personal cars for field trips or other business of the District.

Section C. Summer School

All employees hired to teach during the Summer School will be hired to teach at the rate of twenty-five (25) dollars per hour

Section D. Ticket Taking

Taking tickets at high school athletic events will be compensated at the rate of ten (10) dollars per hour.

Section E. Chaperoning Buses

Teachers who chaperone a bus to an athletic event out of town will be compensated at the rate of twenty-five (25) dollars per event.

Section F. Crowd Control

Teachers who supervise at a school event outside of the regular school day will be compensated at the rate of ten (10) dollars per hour.

ARTICLE 5: INSURANCE

Section A. Types

The Board agrees to provide all full time employees the following paid insurance protection.

1. Health and Major Medical

Each employee shall participate in a health insurance plan. The Board shall pay $789.64* monthly for single health/major medical insurance and $1,717.96* monthly for family health/ major medical insurance under the HMO or the PPO plan.

2. Workers Compensation

Each employee shall be covered by workers compensation paid for by the Board in accordance with state and federal laws.

3. Disability and Life

Each full time employee shall purchase a combination disability insurance term life insurance program. The disability insurance will provide sixty (60) percent of each employee's monthly income to a maximum of $3,750.00 per month with a benefit period to age 65 for disability due to sickness or accident. There will be a 90 day waiting period before these benefits begin. The term life insurance will provide a minimum death benefit of $50,000.00.

The cost of this combination program will be paid by the employee. The District will reimburse each employee an amount equal to the monthly premium cost.

Due to the retirement law change, the District will not be responsible for Long-Term disability coverage of employees age 65 and older. Also, the District is not responsible for limitations imposed by the carrier on health insurance coverage for 65 and older employees.

4. Dental Insurance

Each full time employee will be provided single dental insurance equivalent to the Delta Dental program. Full time employees have the option to purchase family dental at the employee's expense. The District is not responsible for limitations imposed by the carrier.

*__Will be updated to reflect health care costs each year of the Letter of Understanding.__

5. Prescription Drug
Each full time employee will be provided a prescription drug card.

Section B. Health and Major Medical - Part Time
Part time employees have the option to purchase single health and major medical coverage as part of the District group. The employee will assume the entire cost of this coverage.

Section C. Coverage
The insurance programs shall be for twelve (12) consecutive months beginning September 1 of each year and ending August 31 of the following year. Employees new to the District shall be covered by the insurances within the insurable periods stated above.

Section D. Descriptions
The Board shall provide each employee a description of the insurance coverage provided herein which shall include a clear description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of applications and enrollment meetings.

Section E. Selection of Carriers
All insurance program carriers shall be selected by the Board.

Section F. Continued Insurance
In the event that an employee absent, because of illness or injury, has exhausted sick leave accrual, the above mentioned insurance benefits in Article 5 shall continue as normal throughout the balance of the school year.

Section G. Flexible Spending Account
Employees have the option of participating in a Flexible Spending Account Program paid for by the District and administered by a third party.

ARTICLE 6: REDUCTION OF STAFF

Section A. Seniority
1. For the purpose of this Article seniority will be computed from the employee's date of signing a contract in the Camanche Community School District and will begin to accrue on the first day of actual service in the Camanche Community School District.

2. In the event two or more employees have the same seniority, then the employer will make the decision on who is to be laid off.

3. Seniority will be in the category in which he/she is currently assigned. In the event an employee is teaching in more than one subject or more than one of the three listed categories, then he/she will be credited with a full year of seniority in each area or category.

4. Employees working less than full time after the 1981-82 school year will have their seniority pro-rated for part-time years of service. (i.e., full year 1/2 time equals 1/2 year seniority.) If a part-time employee teaches in more than one category or subject area, he/she will be credited with pro-rated share in each.

Section B. Layoff

1. In the event the employer determines that employees must be laid off, the following procedures will be followed for all employees covered under this contract.

   A. Employees with less than two (2) full years of experience in the Camanche Community School District may be laid off at the discretion of the employer.

   B. Employees with two (2) or more full years of experience in the Camanche Community School District will be laid off in the reverse order of their seniority. The intent of the language is to retain full time positions rather than create part-time positions, wherever possible, within the following categories:

      1. Grades PK-6, including teacher-librarians, reading, title, TAG, special education and guidance.
      2. Grades 7-12, within each subject area, including 7-12 teacher-librarian, special education.

      3. Grades K-12, each special subject area being a separate category: special education, music, art, P.E., nurse.

Section C. Recall

1. Any employee laid off pursuant to this policy will have recall rights, based on seniority, to a vacant position in which he/she is qualified for a period of two (2) years from the effective date of layoff which is June 30. However, if the subject area or category from which he/she is qualified is different from that in which he/she was laid off, other employees on layoff from that subject area or category will be recalled first.

2. Any employee re-employed by exercising his/her recall rights shall be given related benefits and experience, such as accrued sick leave, seniority status, and salary placement upon his/her pre-employment in the district.

3. Any employee who is laid off under this policy shall be notified for recall by registered mail. Failure to respond affirmatively to recall notice within twenty-one (21) days will cause an employee to forfeit his/her recall rights. An employee may also waive his/her recall rights in writing. The Board shall annually provide the Association with a current list of the recall status of laid-off employees. Any employee who isn't offered an equivalent position doesn't forfeit his/her recall rights; i.e., full position for full position.

4. Part-time employees who are laid off have recall rights only to an equivalent part-time position (not full time), (this does not preclude the District from recalling a part-time employee to a full time position), unless the employee was initially a full time employee who was subsequently reduced in time to part-time. In this latter case, the employee would have the rights to a full time position should they be laid off. Should a layoff result in a situation where a part-time employee refuses to take a full time position, the District has the right to fill the full time position in whatever manner they deem to be in the best interest of education for the District. That is, a part-time more senior employee could be laid off and a less senior employee placed in the full time position.

Section D. Seniority List

1. As soon as possible each school year, but no later than January 15, the District will provide a seniority list to the Association showing the current status of the employees' seniority. Within twenty-five (25) days of receipt of the seniority list, the Association must either ask for changes, or the list is considered correct for layoff purposes.

ARTICLE 7: EMPLOYEE EVALUATION

Section A. Classroom Evaluation

1. There is a difference between observation and evaluation. This section deals with but a single method of teacher evaluation: the formal evaluation of the classroom teaching performance. Nothing in this Article is to be construed as precluding observation and evaluation of teachers by any other means whatsoever as deemed appropriate by the Administration of the School District.

2. First and second year teachers shall be formally evaluated a minimum of twice each school year. Beyond the second year, teachers shall be evaluated a minimum of at least once every three (3) years.

3. Within six (6) weeks after the beginning of each school year or two (2) weeks prior to evaluation, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be followed and the instrument to be used.

4. Conference and Copy

   A. The principal, assistant principal or department head shall write a report within seven (7) days of the evaluation with a copy given to the teacher prior to a post-evaluation conference. The evaluation form shall be signed by both parties. If suggestions for improvement have been made, any subsequent evaluations may not be conducted in less than two (2) weeks following the post-evaluation conference.

   B. Responses

   The evaluation form shall be kept in the teacher's folder at the building level and at the central Administration Office. When an evaluation report is written, it shall be made available to the teacher. The teacher shall be provided an opportunity to respond in writing and the responses shall be attached to the report. Each copy of the report shall be signed by the teacher and the evaluator before it is placed in the permanent personnel file.

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

5. Complaints

Any complaint directed toward an employee which is placed in his/her file(s) shall be called to the employee's attention. The employee shall have access and be able to photocopy the contents (except confidential college records) of said file(s), as well as respond in writing to the contents of said file(s).

6. An employee who has been evaluated as unsatisfactory or whose evaluation is the basis for recommendation for discharge has the right to challenge said evaluation through the grievance procedure set for in Article 3.

ARTICLE 8: TRANSFER

Section A. Definition

The movement of an employee to a different building shall be considered a transfer.

Section B. Notification of Vacancies

1. Date -- The Superintendent shall post in all school buildings a list of the vacancies which occur during the school year and for the following school year upon knowledge of vacancies.

2. Filing -- Employees who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statements shall include the school or schools to which the employee desires to be transferred, in order of preference. Such requests for transfers for the following year shall be submitted not later than March 15.

3. Posting

   As soon as practical, and no later than June 1, the Superintendent shall post in each school a system-wide schedule showing the names of all employees who have been transferred.

Section C. Involuntary Transfer

Notice of an involuntary transfer or reassignment shall be given in writing to employees as soon as practical. An involuntary transfer, or reassignment shall be made only after a meeting between the employee involved, the Association representative, and the Superintendent. Any employee involuntarily being transferred shall be placed only in an equivalent position -- one which does not involve reduction in base compensation.

Section D. Assignments

When two or more teachers desire the same position, and skill, ability, qualifications, and subject matter competence are equal in the sole and exclusive judgment of the Administration, seniority will prevail in the making of the assignment.

ARTICLE 9: PRINTING

The final agreement shall be printed at joint expense. The cost shall be divided equally between the Association and the District.

ADDITIONAL PAY FOR ADDITIONAL WORK 2025-2026

BASE $24,500.00

LEVEL 1 ANNUAL INCREASE .003

SPORT	POSITION	%	SALARY
Football	Head Varsity	16.50%	$4,042.50
Volleyball	Head Varsity	16.50%	$4,042.50
Cross Country	Head Varsity	13.00%	$3,185.00
Boys Basketball	Head Varsity	16.50%	$4,042.50
Girls Basketball	Head Varsity	16.50%	$4,042.50
Wrestling	Head Varsity	16.50%	$4,042.50
Bowling	Head Varsity	13.00%	$3,185.00
Boys Track	Head Varsity	13.00%	$3,185.00
Girls Track	Head Varsity	13.00%	$3,185.00
Boys Tennis	Head Varsity	13.00%	$3,185.00
Girls Tennis	Head Varsity	13.00%	$3,185.00
Boys Golf	Head Varsity	13.00%	$3,185.00
Girls Golf	Head Varsity	13.00%	$3,185.00
Baseball	Head Varsity	13.00%	$3,185.00
Softball	Head Varsity	13.00%	$3,185.00
ACTIVITY	**POSITION**		
Band	HS Head	12.00%	$2,940.00
Vocal Music	HS Head	12.00%	$2,940.00
Drama	HS Head	14.00%	$3,430.00

LEVEL 2 ANNUAL INCREASE .002

SPORT	POSITION	%	SALARY
Football	Assistant Varsity	12.00%	$2,940.00
Football	Assistant Varsity	12.00%	$2,940.00
Football	Head 9th & 10th Grade	11.00%	$2,695.00
Football	Assistant 9th & 10th Grade	9.50%	$2,327.50
Football	Assistant 9th & 10th Grade	9.50%	$2,327.50
Football	Head 8th Grade	8.50%	$2,082.50
Football	Head 7th Grade	8.50%	$2,082.50
Volleyball	Assistant Varsity	9.50%	$2,327.50
Volleyball	Head 10th Grade	9.50%	$2,327.50
Volleyball	Head 9th Grade	9.00%	$2,205.00
Volleyball	Head 8th Grade	8.50%	$2,082.50
Volleyball	Head 7th Grade	8.50%	$2,082.50
Cross Country	Assistant Varsity	9.50%	$2,327.50
Boys Basketball	Assistant Varsity	12.00%	$2,940.00
Boys Basketball	Head 10th Grade	11.00%	$2,695.00
Boys Basketball	Head 8th Grade	8.50%	$2,082.50
Boys Basketball	Head 7th Grade	8.50%	$2,082.50
Girls Basketball	Assistant Varsity	12.00%	$2,940.00
Girls Basketball	Head 10th Grade	11.00%	$2,695.00
Girls Basketball	Head 8th Grade	8.50%	$2,082.50
Girls Basketball	Head 7th Grade	8.50%	$2,082.50
Wrestling	Assistant Varsity	12.00%	$2,940.00

Wrestling	Head 7th & 8th Grade	8.50%	$2,082.50
Bowling	Assistant Varsity	9.50%	$2,327.50
Boys Track	Assistant Varsity	9.50%	$2,327.50
Boys Track	Head 7th & 8th Grade	8.50%	$2,082.50
Girls Track	Assistant Varsity	9.50%	$2,327.50
Girls Track	Head 7th & 8th Grade	8.50%	$2,082.50
Boys Tennis	Assistant Varsity	9.50%	$2,327.50
Girls Tennis	Assistant Varsity	9.50%	$2,327.50
Baseball	Assistant Varsity	9.50%	$2,327.50
Baseball	Head 9th & 10th Grade	9.50%	$2,327.50
Softball	Assistant Varsity	9.50%	$2,327.50
Softball	Head 9th & 10th Grade	9.50%	$2,327.50
Softball	Head 7th & 8th Grade	8.50%	$2,082.50

ACTIVITY	POSITION		
Yearbook	HS Sponsor	9.00%	$2,205.00
Student Council	HS Sponsor	8.00%	$1,960.00
Student Council	MS Sponsor	8.00%	$1,960.00
Cheerleading	HS Football Sponsor	5.00%	$1,225.00
Cheerleading	HS Winter Sponsor	5.00%	$1,225.00
Band	MS Head	7.50%	$1,837.50
Drama	MS Head	7.00%	$1,715.00
Speech	HS Large Group Speech Sponsor	7.00%	$1,715.00
Speech	HS Individual Speech Sponsor	7.00%	$1,715.00
Vocal	MS/HS Musical	7.00%	$1,715.00
TAG	Large Event	7.00%	$1,715.00
TAG	Large Event	7.00%	$1,715.00

LEVEL 3

ANNUAL INCREASE .001

SPORT	POSITION	%	SALARY
Football	Assistant 8th Grade	7.00%	$1,715.00
Football	Assistant 7th Grade	7.00%	$1,715.00
Volleyball	Assistant 8th Grade	7.00%	$1,715.00
Volleyball	Assistant 7th Grade	7.00%	$1,715.00
Boys Basketball	Assistant 8th Grade	7.00%	$1,715.00
Boys Basketball	Assistant 7th Grade	7.00%	$1,715.00
Girls Basketball	Assistant 8th Grade	7.00%	$1,715.00
Girls Basketball	Assistant 7th Grade	7.00%	$1,715.00
Wrestling	Assistant 7th & 8th Grade	7.00%	$1,715.00
Boys Track	Assistant 7th & 8th Grade	5.00%	$1,225.00
Girls Track	Assistant 7th & 8th Grade	5.00%	$1,225.00

ACTIVITY	POSITION		
Freshman Class	Sponsor	1.50%	$367.50
Sophomore Class	Sponsor	1.50%	$367.50
Junior Class	Sponsor	3.00%	$735.00
Junior Class	Sponsor	3.00%	$735.00
Senior Class	Sponsor	2.00%	$490.00
National Honor Society	Sponsor	1.50%	$367.50

Audio/Visual	Coordinator	5.00%	$1,225.00
Cheerleading	MS Sponsor	4.00%	$980.00
Vocal Music	MS Sponsor	1.50%	$367.50
UN Club	Sponsor	2.50%	$612.50
AFS	Sponsor	2.50%	$612.50
Academic Bowl	Sponsor	1.50%	$367.50
TAG	Elementary	1.00%	$245.00
TAG	MS/HS	4.00%	$980.00
Spanish Club	Sponsor	4.00%	$980.00
Memory Book	MS Sponsor	4.00%	$980.00
Student Leadership Team	Elementary	2.25%	$551.25
Student Leadership Team	Elementary	2.25%	$551.25
		7.97	**$195,265.00**

APPENDIX A

Letter of Understanding
2025-2030

The Interest Based Bargaining Team reached a consensus that a letter of understanding be attached as an appendix of the 2025-2030 contract regarding the State of Iowa's Teacher Leadership and Compensation (TLC) System.

It was agreed that for the term of the TLC the following procedures would be followed:

1. In addition to the employee's regular 279 teaching contract, an employee selected for a leadership role shall also be issued a supplemental contract for a one-year assignment to that role that provides for additional days and supplemental pay as set forth in the District's DE approved TLC application. The supplemental contract shall not be subject to Iowa Code Chapter 279.
2. An employee receiving a supplemental contract for a one-year assignment for the TLC role will maintain and continue to accrue seniority in their teaching category of assignment as specified in the *Master Contract.*
3. If staff reduction or realignment occurs due to a reduction in TLC funding or a modification in the District's TLC plan, all school district teachers and the school district will follow the current staff reduction procedures in the *Master Contract.*
4. An employee appointed to a TLC position will maintain their current building and grade/department assignment for one year. After being in a TLC position for two or more consecutive years, the teacher will maintain district employment seniority as described in item #2.
5. A teacher appointed to a TLC position will be subject to evaluation and review in this position, as described in the district's TLC application, minimally on an annual basis.
6. All TLC positions are considered a one-year assignment and are re-opened for hire on an annual basis.
7. A teacher in a TLC position may reapply for assignment to a TLC position.

The Interest Based Bargaining Teach will review this TLC Letter of Understanding annually.

Signatures

_____ _____
Camanche Schools Superintendent Date

_____ _____
Camanche Education Association President Date

Appendix B

Letter of Understanding

Re: **Master Contract/Handbook**

Due to the enactment of HF 291 into state law this caused a unique impact upon the negotiations between the Camanche Education Association and the Camanche Community School District; the following agreement has been achieved through the use of the Interest-Based approach. The parties believe that utilizing an Interest-Based approach is the best way to manage the variety of changes that need to occur and desire to take the time needed for due diligence in this task.

The purpose of this letter is to confirm that the Camanche Education Association (CEA) and the Camanche Community School District (District) have reached the following agreement regarding the *Master Contract* and the *Faculty Handbook.* The *2025-2030 Master Contract* will maintain the possibly "Mandatory Topics of Bargaining" and "Permissive Topics of Bargaining" as previously written in the 2016-17 *Master Contract*. The *2025-2030 Faculty Handbook* will maintain the written content of the 2016-17 *Master Contract* that covered the now possibly "Excluded Topics of Bargaining." The District and the CEA agree that this is a multi-year agreement with the ability to reopen any mutually agreed upon items during the period of five school contract years (2025-26, 2026-27, 2027-28, 2028-29, and 2029-2030). Both documents will hold a grievance procedure.

This agreement will expire at the end of the 2025-2026 school contract year and it is not to be considered as binding or precedent-setting for either the CEA or the District beyond that point.

_____ _____

Camanche Schools School Board President Date

_____ _____

Camanche Schools Superintendent Date

_____ _____

Camanche Education Association President Date

_____ _____

Camanche Education Association Chief Negotiator Date