



MASTER CONTRACT
BETWEEN
**LOUISA-MUSCATINE
COMMUNITY
SCHOOL DISTRICT**

AND THE
**LOUISA-MUSCATINE
EDUCATION
ASSOCIATION**

FOR THE
**2024~2025
SCHOOL YEARS**

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STATEMENT OF PRINCIPLE REGARDING PROFESSIONAL RESPONSIBILITIES AND PROFESSIONAL COURTESIES

In administering provisions of Articles V and VII, and/or requests for release time in addition to that provided in these Articles, the parties have agreed that certain principles should govern the discretionary judgments that teachers and administrators exercise.

These include:

- The District recognizes that administrators exercising their judgment in granting release time, is consistent with teachers meeting their professional responsibilities.
- On occasion personal circumstances justify the granting of discretionary release time, particularly when it is of a non-recurring nature, except classes for professional development, does not impede fully meeting professional obligations and does not burden co-workers, students and administration.
- Administration, in making case-by-case determinations to grant or deny requests for such discretionary release time will carefully balance school needs with the teacher's personal circumstances and not arbitrarily deny requests.
- Teachers will strive to meet personal obligations in a manner that does not impede the filling of their professional responsibilities or school needs.

Finally, the parties note that in agreeing to this statement of principle that are resolving several long-standing vexatious negotiations issues in the hope that individual judgments by teachers and administrators will be fairer and better resolution than rigid contracted rules. This statement will be reviewed in future negotiations and will not be subject to the grievance procedure.

ARTICLE I

RECOGNITION AND DEFINITIONS

A. REPRESENTATIVE

The Louisa-Muscatine Education Association, an affiliate of the Iowa State Education Association and the National Education Association, is the certified bargaining representative for all persons employed by the Board of Education of the Louisa-Muscatine Community School District as set forth in the certification instrument issued by the Public Employment Relations Board on the 7th day of November, 2017.

B. BOARD

The term "Board" or "employer" as used in this Agreement shall mean the Board of Education of the Louisa-Muscatine Community School District or its duly authorized representative(s) or agent(s).

C. EMPLOYEE

The term "employee" as used in this Agreement shall mean a (all) person(s) represented by this Association as members of the bargaining unit as defined and certified by the Public Employment Relations Board.

D. ASSOCIATION

The term "Association" as used in this Agreement shall mean the Louisa-Muscatine Education Association or its duly authorized representative(s) or agent(s).

E. DAY

The term "day(s)" as used in this Agreement shall mean Monday through Friday except for weekends and holidays recognized by this Agreement. Exceptions to this definition may be made with mutual consent of the Association and the Board.

ARTICLE II
GRIEVANCE PROCEDURE

A. DEFINITION

1. Grievant
The term "grievant" in this Agreement shall mean the employee, group of employees, or Association filing a grievance.
2. Grievance
The term "grievance" as used in this Agreement shall mean a claim by a grievant that a disagreement of some kind exists involving the interpretation or application of the terms of this Agreement.

B. THE ASSOCIATION'S RIGHT TO REPRESENT

1. The Association may process and or continue a grievance through all levels of the procedure whether or not there is an individual employee who wishes to do so.
2. Class grievances involving more than one supervisor and grievances involving an administrator above the building level shall be filed by the Association at Step 2.
3. Alleged violations of Association rights shall be initiated at Step 2.
4. The Association may continue and submit to arbitration any grievance filed and later dropped by a grievant, if the grievance involved a question of the application or interpretation of this Agreement.

C. INDIVIDUAL RIGHTS

A grievant may be represented at all pre-arbitration stages of the grievance procedure by himself/herself or, at his/her option, by an Association representative selected by the Association. If a grievant is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

D. TIMELINESS

Failure of the appropriate administrator or administrative body to render a decision within the specified time limits shall be construed as a denial and the grievance shall move on to the next level.

E. STEP 1

The grievant and the immediate supervisor shall meet informally to resolve the dispute. However, if the grievance remains unresolved the grievance shall be reduced to writing and filing with the immediate supervisor within twenty (20) working days of the incident or knowledge giving rise to the complaint. Within five (5) working days of the receipt of the grievance by the immediate supervisor, the grievant and/or the Association and the immediate supervisor shall meet. The supervisor shall provide the grievant and the Association 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.

F. STEP 2

If the grievant is not satisfied with the disposition of his/her grievance at Level 1, the grievance may be referred to the Superintendent or his/her official designee within ten (10) working days of receipt of the immediate supervisor's decision. The Superintendent shall arrange for a conference with the grievant and the Association which shall take place within five (5) days of the Superintendent's receipt of the appeal. Upon conclusion of the conference, the Superintendent shall provide his/her written decision, together with the reasons for the decision, to the Association within five (5) days.

G. STEP 3

1. Submission to Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level II, he/she may request that the Association submit his/her grievance to binding arbitration. If the Association determines that the grievance has merit, it may submit the grievance to arbitration by written notice to the Superintendent or to the Board of Education, within thirty (30) days of receipt of the Superintendent's decision.

2. Selection of the Arbitrator

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 (10) day period, a request for a list of seven (7) arbitrators shall be made to the Public Employment Relations Board. The winner of flip of a coin called by the Association in the air shall determine who removes the first name from the list. All striking must be done that same day until one arbitrator remains. The Parties shall then contact the Public Employment Relations Board and have them inform the arbitrator of his/her selection. Or, in the alternative, the Parties can jointly contact the chosen arbitrator to ascertain hearing dates.

3. Power of the Arbitrator

The arbitrator selected will confer with the representatives of the Board and the Association, hold hearing(s), and issue his/her decision not later than thirty (30) days from the date of the close of the hearing(s), or, if oral hearings have been waived, from the date the final statements, proofs, and/or briefs are submitted. The decision of the arbitrator shall be binding on the parties. The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have power only to apply and interpret the provisions of this Agreement to the settlement of issues and grievances arising hereunder. Each party shall bear its own costs and expenses and the parties shall each pay one-half (1/2) of the arbitrator's fee and incurred expenses.

H. OTHER

Unless agreed to by the Superintendent or his/her designee all grievances shall be processed outside the employee's workday.

**ARTICLE III
ASSOCIATION RIGHTS**

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, in areas designated for employee use, such as employee lounges. The Associations may use the employee mailboxes for communications to employees.

**ARTICLE IV
SENIORITY**

A. SENIORITY DETERMINATION

Seniority shall be District-wide and shall be computed from the date the employee signed his/her individual contract. Employees who work more than half-time shall receive full seniority. Employees who work half-time or less shall receive prorated seniority. If two (2) or more employees have the same seniority date, the relative order of seniority, for purposes of this Agreement, shall be determined by drawing lots.

B. SENIORITY LIST

No later than September 30th of each school year, the Board shall post in all school buildings and deliver to the Association a list showing the seniority of each employee employed by the Board. The Board will, thereafter, immediately notify the Association of any changes in said list or its contents.

C. LOSS OF SENIORITY

The seniority of an employee shall terminate if the employee resigns, is terminated for cause, is laid off and not recalled within the time limit allowed or fails to respond to a recall notice within the allowed time.

**ARTICLE V
EMPLOYEE HOURS AND DUTIES**

- A. 40 hour work week, normally an 8 hour day. Hourly day (start and stop time) set by superintendent to allow for maximum collaboration time. (PLC time will occur during the 40 hour work week; not outside of it). The student starting time and dismissal time shall be determined by the Superintendent.
- B. The workday may be extended on some occasions to faculty meetings, other meetings, activities, conference or duties that necessitate employee attendance.
- C. Employees shall spend time outside the normal workday to the extent necessary for adequate preparation for instruction, pupil and parent consultations, faculty meetings, evening assignments and other reasonable activities.
- D. Employees shall have a duty free lunch during the workday except when duty is necessary by rotation assignment.
- E. The employees teaching at the secondary level shall have no less than one (1) class period per day as a break/prep. The employees teaching at the elementary level shall have two hundred twenty (220) minutes per week as break/prep. The break/prep period shall not include lunch or passing time. PLC meetings will be ideally 30 minutes two times during a five day week.

Break/prep: Time without scheduled students primarily used by teachers to prepare for student learning.

**ARTICLE VI
WAGES AND SALARIES**

- A. PLACEMENT ON SALARY SCHEDULE
 - 1. The salary schedule is based upon a one hundred eighty eight 188 day school year with the superintendent's discretion to include two days as teacher quality days within the 188 day school year. Teacher Quality days when included in total days is required and does not result in additional compensation.
 - 2. All employees shall be paid according to their proper placement on the

regular salary schedule set forth in Schedule A. An employee who is offered and accepts an assignment beyond the one hundred eighty eight (188) days will be additionally compensated according to the per diem rate of his/her salary schedule salary.

An employee who works less than full-time shall be paid according to the fractional part of the regular instructional day (that part of the school day when children are regularly present in the building) that he/she is contracted to work.

3. Placement of new employees shall be made at the sole discretion of the Board. In making such placement, however, the Board may take into consideration previous teaching experience outside of the District and any other relevant factors. Full credit for prior experience may be given.

B. ADVANCEMENT ON SALARY SCHEDULE

1. Increments: Employees on the regular salary schedule may be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service shall consist of at least one (1) semester of service to the District in a given year.
2. Part-time bargaining unit employees are eligible for placement on the salary schedule on a pro-rata basis.
3. An employee properly placed on the regular salary schedule who qualifies for advancement to a higher educational lane shall move to the corresponding incremental step on the higher lane.

C. METHOD OF PAYMENT

1. Each employee shall be paid in twelve (12) equal installments. Payment shall be made on the 20th of the month.
2. When a pay date falls on a non workday, employees shall receive their pay checks on the last previous working day.

D. EXTRA PERIOD COMPENSATION

1. Secondary employees who are assigned an extra class (in lieu of a preparation period) on a regular basis, will be compensated at a rate of an

additional proportionate fraction their annual salary for each extra class.

2. An employee who is assigned an extra pupil teacher contact period on an irregular basis shall be compensated at the hourly per diem rate of his/her salary schedule base salary for the additional workload on that day.
3. Payment for extra period compensation shall be made during the regular pay period each month.
4. Secondary employees who are assigned to teach two (2) subjects during a single class period shall be compensated at a rate of five (5) percent of the base salary.

E. EXTENDED CONTRACTS

1. An employee who has an extended contract beyond the regular school year (Section A) shall be compensated at the per diem rate (of his/her salary schedule base salary) for each day in addition to those in the regular school year.

F. EXPENSES OF TRAVELING EMPLOYEES

1. An employee who is requested to use his/her own automobile in the performance of their duties shall be reimbursed for all such travel at the rate of 34.5 cents per mile.
2. The same allowance shall be given for the use of personal cars for field trips or other business of the district.
3. Employees are required to provide adequate liability insurance protection when using their personal automobiles.

G. ADDITIONAL WAGES AT HOURLY RATE

1. Summer school instruction, required professional development classes, and other duties not listed in Article VII as receiving per diem pay will be compensated at the hourly rate of \$33.00 per hour.

H. 403(b)

1. Employees under section 403(b) of the Internal Revenue Code are permitted to contribute some of their salary to a retirement savings plan through the selected providers under the Iowa Retirement Investors' Club (RIC) on a pre-tax basis.

**ARTICLE VII
LEAVES OF ABSENCE**

A. SICK LEAVE

Full-time teachers shall be entitled to sick leave, granted in minimum units of one-half (1/2) day, in the following graduated scale:

- | | |
|---|--------------------|
| ○ First year of employment in District | 10 days sick leave |
| ○ Second year of employment in District | 11 days sick leave |
| ○ Third year of employment in District | 12 days sick leave |
| ○ Fourth year of employment in District | 13 days sick leave |
| ○ Fifth year of employment in District | 14 days sick leave |
| ○ Sixth year of employment in District | 15 days sick leave |

The above amount applies only to consecutive years of employment in the District and unused portions may be accumulated only to a maximum total of one hundred five (105) days. The above amount is available for the use during the school year whether or not an employee has reached the maximum accumulation. Sick leave can be carried forward from year to year. Teachers who carry forward 105 days will have 15 days added, and may utilize 120 days in the contract year.

Emergency doctor or emergency dental appointments will be charged to sick leave. Emergency appointments are appointments which are not routine and which cannot be scheduled at a time which would not conflict with the employee's duties. Follow-up appointments or treatment of an ongoing or reoccurring condition will be charged to sick leave if the employee is unable to schedule the appointment in a time when it will not conflict with duties.

The Board shall in each instance require such reasonable evidence as it may desire confirming the necessity of such leaves of absence.

If an employee leaves the employment of the School District, and later returns as an employee of the District, accumulated sick leave of the first employment shall not be transferred to the second, unless the employee has been granted a leave

of absence or has been subject to staff reduction for the time missed. All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reason.

An employee who has exhausted sick leave may make a request to be placed on unpaid leave of absence after all paid leave has been exhausted.

An employee shall be allowed to use eight (10) days annually in the event of family illness. For purposes of this paragraph family members shall be defined as: spouse, children, stepchildren, dependents, parents, siblings and individuals residing in the household. In emergency cases where there is a serious illness requiring in-patient, overnight hospitalization, the definition is extended to include grandchildren and grandparents.

B. BEREAVEMENT LEAVE

Funeral leave may be granted at a rate not to exceed five (5) days per occurrence for the death of immediate family members. Immediate family members are spouse/partner, son, daughter, stepchildren, parents, stepparents, parents-in-law, siblings, grandparents, step-grandparents, grandchild, son/daughter-in-law and an individual residing in the household. Funeral leave may be granted at a rate not to exceed three (3) days per occurrence for the death of a brother/sister-in-law and grandparent-in-law. Employee is allowed 1 day per year for close friend.

Requests for bereavement leave shall be made in advance with as much notice to the District as possible under the circumstances. If requested by the Superintendent or his/her designee, the employee shall furnish evidence of death and of the employee's relationship to the deceased. The employee will have the option of using one day of their bereavement leave at a later date in the same school year for business related to the death that cannot be handled outside the school day.

C. PROFESSIONAL LEAVE

Employees may receive professional leave with pay for attending educational meetings if, such attendance is approved by the Superintendent or his/her designee.

D. JURY AND LEGAL LEAVE

Any employee called for jury duty during school hours or who is required to appear in court by subpoena shall be provided such time without loss of pay.

Cases involving an employee's personal matters shall be excluded.

When an employee is excused from jury duty, either temporarily or permanently on any working day, the employee shall promptly report to the principal and shall complete any remaining hours of the working day if required.

E. PERSONAL LEAVE

A regular employee of this school District shall be granted two (2) days of personal leave (accumulative to five [5] days) during each school year of employment upon the previous approval of the Superintendent or his/her designee.

Personal leave may not be taken during the first and last two (2) weeks of school (except in case of emergency, child's graduation, child's wedding or initial move in). Exceptions are allowed when necessitated for travel to, and attendance at, an event not scheduled by the employee, travel complications and school events. Three (3) days (except in case of emergency) advance notice must be given to take personal leave. The District may limit the number of employees on personal leave on any one (1) day and the leave is subject to available substitutes. . If at the end of a school year, an employee has unused personal days, they have the option to forfeit them and be compensated at the short term sub rate for each day by the district.

F. OTHER LEAVE

1. Without Pay

The Superintendent may grant other leave with or without pay.

Leave without pay will only be allowed up to a maximum of 5 days per school year. The superintendent may allow this to be exceeded in cases of emergencies and extended family illness situations on a case by case basis. Days without pay will be applied on the next available pay period and may not be spread out.

2. FMLA (Family Medical Leave)

Employees covered under this contract shall be entitled to family and medical leave in accordance with the terms and conditions set forth in the Family Medical Leave Act of 1993 (FMLA). Leave granted for similar purposes under other provisions of the contract shall run concurrently with, but not in addition to, those provided by FMLA. Please refer to Board Policy 409.3 for a complete explanation of FMLA procedures.

G. EXTENDED LEAVES OF ABSENCE

Extended leaves of absence without pay may be granted by the Board for public office, or engaging in study in an accredited college or university related to professional responsibilities, work experiences related to professional responsibilities or other good cause. The Board may limit the duration of such extended leaves and the number of staff on such leaves at any one time. The leave is subject to suitable replacement personnel being available and the granting of said leave is discretionary. Employees on such leave shall retain experience credit on the salary schedule held prior to the leave and other benefits accrued prior to the leave. Employees shall be given credit for advancement in training increments earned while on leave. Continuation of insurance benefits will be at the employee's expense and subject to the carrier(s) allowing the employee to remain in the insurance program.

H. GENERAL PROVISIONS ON LEAVES OF ABSENCE

1. The District's decision under the leaves of absence provision is subject to the grievance procedure.
2. Employees on paid leave of absence agree not to accept employment for wages without Board approval.
3. All absences other than those enumerated in the above leaves will result in loss of pay at the rate of 1/188 of the contract amount.

**ARTICLE VIII
HOLIDAYS**

The following holidays shall be considered as paid non-working, non-school calendar holidays and that employees shall not be required to perform any duties on these days:

1. New Year's Day
2. Labor Day
3. Thanksgiving Day
4. Christmas Day
5. Good Friday

**ARTICLE IX
SAFETY PROVISIONS**

A. PROTECTION OF EMPLOYEES, STUDENTS AND PROPERTY

1. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being. Further, the Board shall comply with all federal and state statutes, rules, regulations and recommendations in regard to employee health and safety.

2. Use of Reasonable Force

An employee may, within the scope of his/her employment, use and apply such amount of force as is reasonable and necessary to quell a disturbance threatening physical injury to self and others, to obtain possession of weapons or other dangerous objects upon the pupil or within the control of the pupil, for the purpose of self-defense, for the protection of person's property.

**ARTICLE X
COMPLIANCE CLAUSES AND DURATION OF AGREEMENT**

A. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND COMPREHENSIVE AGREEMENT

Any individual contract between the Board and an individual employee shall be subject to and consistent with the terms and conditions of this Agreement.

B. SEPARABILITY

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 law, then such item or application shall only be deemed valid and subsisting to the extent permitted by the law. The Board and the Association shall enter into immediate negotiations to replace said item under appropriately modified impasse timelines under Chapter 20, Code of Iowa. All other items and applications shall continue in full force and effect.

C. PRINTING AGREEMENT

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

D. DURATION PERIOD

This agreement shall be effective as of July 1, 2024 and shall continue in effect until June 30, 2025. This Agreement shall automatically continue in force and effect for equivalent periods of time except as it may be amended, modified, or substituted during negotiations for a successor contract.

E. SIGNATURE CLAUSE

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the **20th day** of **May 2024**.

LOUISA-MUSCATINE
EDUCATION ASSOCIATION

LOUISA-MUSCATINE COMMUNITY
SCHOOL DISTRICT
BOARD OF EDUCATION



Stacy Peterson, Representative

Scott Wilson, Board President

| 31,244 SALARY SCHEDULE 2024-2025 | | | | | | | | | | |
|----------------------------------|-----|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 6,200.00 | TSS | add \$2500 to each cell | | | | | | | | |
| 31,244 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| INDEX | | BA | BA+10 | BA+20 | BA+30 | BA+40 | MA | MA+10 | MA+20 | MA+30 |
| | 1 | \$ 33,744 | \$ 34,994 | \$ 36,244 | \$ 37,493 | \$ 38,743 | \$ 39,993 | \$ 41,243 | \$ 42,492 | \$ 43,742 |
| | | \$ 7,556 | \$ 6,306 | \$ 5,056 | \$ 3,807 | \$ 2,557 | \$ 1,307 | \$ 57 | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 1 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 48,692 | \$ 49,942 |
| | 2 | \$ 34,681 | \$ 35,931 | \$ 37,181 | \$ 38,431 | \$ 39,680 | \$ 40,930 | \$ 42,180 | \$ 43,430 | \$ 44,679 |
| | | \$ 6,619 | \$ 5,369 | \$ 4,119 | \$ 2,869 | \$ 1,620 | \$ 370 | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 2 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 48,380 | \$ 49,630 | \$ 50,879 |
| | 3 | \$ 35,619 | \$ 36,868 | \$ 38,118 | \$ 39,368 | \$ 40,618 | \$ 41,867 | \$ 43,117 | \$ 44,367 | \$ 45,617 |
| | | \$ 5,681 | \$ 4,432 | \$ 3,182 | \$ 1,932 | \$ 682 | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 3 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 48,067 | \$ 49,317 | \$ 50,567 | \$ 51,817 |
| | 4 | \$ 36,556 | \$ 37,806 | \$ 39,055 | \$ 40,305 | \$ 41,555 | \$ 42,805 | \$ 44,055 | \$ 45,304 | \$ 46,554 |
| | | \$ 4,744 | \$ 3,494 | \$ 2,245 | \$ 995 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 4 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,755 | \$ 49,005 | \$ 50,255 | \$ 51,504 | \$ 52,754 |
| | 5 | \$ 37,493 | \$ 38,743 | \$ 39,993 | \$ 41,243 | \$ 42,492 | \$ 43,742 | \$ 44,992 | \$ 46,242 | \$ 47,491 |
| | | \$ 3,807 | \$ 2,557 | \$ 1,307 | \$ 57 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 5 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 48,692 | \$ 49,942 | \$ 51,192 | \$ 52,442 | \$ 53,691 |
| | 6 | \$ 38,431 | \$ 39,680 | \$ 40,930 | \$ 42,180 | \$ 43,430 | \$ 44,679 | \$ 45,929 | \$ 47,179 | \$ 48,429 |
| | | \$ 2,869 | \$ 1,620 | \$ 370 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 6 | | \$ 47,500 | \$ 47,500 | \$ 47,500 | \$ 48,380 | \$ 49,630 | \$ 50,879 | \$ 52,129 | \$ 53,379 | \$ 54,629 |
| | 7 | \$ 39,368 | \$ 40,618 | \$ 41,867 | \$ 43,117 | \$ 44,367 | \$ 45,617 | \$ 46,866 | \$ 48,116 | \$ 49,366 |
| | | \$ 1,932 | \$ 682 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 7 | | \$ 47,500 | \$ 47,500 | \$ 48,067 | \$ 49,317 | \$ 50,567 | \$ 51,817 | \$ 53,066 | \$ 54,316 | \$ 55,566 |
| | 8 | \$ 40,305 | \$ 41,555 | \$ 42,805 | \$ 44,055 | \$ 45,304 | \$ 46,554 | \$ 47,804 | \$ 49,054 | \$ 50,303 |
| | | \$ 995 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 8 | | \$ 47,500 | \$ 47,755 | \$ 49,005 | \$ 50,255 | \$ 51,504 | \$ 52,754 | \$ 54,004 | \$ 55,254 | \$ 56,503 |
| | 9 | \$ 41,243 | \$ 42,492 | \$ 43,742 | \$ 44,992 | \$ 46,242 | \$ 47,491 | \$ 48,741 | \$ 49,991 | \$ 51,241 |
| | | \$ 57 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 9 | | \$ 47,500 | \$ 48,692 | \$ 49,942 | \$ 51,192 | \$ 52,442 | \$ 53,691 | \$ 54,941 | \$ 56,191 | \$ 57,441 |
| | 10 | \$ 42,180 | \$ 43,430 | \$ 44,679 | \$ 45,929 | \$ 47,179 | \$ 48,429 | \$ 49,678 | \$ 50,928 | \$ 52,178 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 10 | | \$ 48,380 | \$ 49,630 | \$ 50,879 | \$ 52,129 | \$ 53,379 | \$ 54,629 | \$ 55,878 | \$ 57,128 | \$ 58,378 |
| | 11 | \$ 43,117 | \$ 44,367 | \$ 45,617 | \$ 46,866 | \$ 48,116 | \$ 49,366 | \$ 50,616 | \$ 51,866 | \$ 53,115 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 11 | | \$ 49,317 | \$ 50,567 | \$ 51,817 | \$ 53,066 | \$ 54,316 | \$ 55,566 | \$ 56,816 | \$ 58,066 | \$ 59,315 |
| | 12 | \$ 44,055 | \$ 45,304 | \$ 46,554 | \$ 47,804 | \$ 49,054 | \$ 50,303 | \$ 51,553 | \$ 52,803 | \$ 54,053 |
| | | \$ 9,745 | \$ 8,496 | \$ 7,246 | \$ 5,996 | \$ 4,746 | \$ 3,497 | \$ 2,247 | \$ 997 | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| 12 | | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,253 |

| | | | | | | | | | | |
|--|----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 13 | \$ 44,992 | \$ 46,242 | \$ 47,491 | \$ 48,741 | \$ 49,991 | \$ 51,241 | \$ 52,490 | \$ 53,740 | \$ 54,990 |
| | | \$ 8,808 | \$ 7,558 | \$ 6,309 | \$ 5,059 | \$ 3,809 | \$ 2,559 | \$ 1,310 | \$ 60 | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 13 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 61,190 |
| | 14 | \$ 45,929 | \$ 47,179 | \$ 48,429 | \$ 49,678 | \$ 50,928 | \$ 52,178 | \$ 53,428 | \$ 54,677 | \$ 55,927 |
| | | \$ 7,871 | \$ 6,621 | \$ 5,371 | \$ 4,122 | \$ 2,872 | \$ 1,622 | \$ 372 | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 14 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,877 | \$ 62,127 |
| | 15 | \$ 46,866 | \$ 48,116 | \$ 49,366 | \$ 50,616 | \$ 51,866 | \$ 53,115 | \$ 54,365 | \$ 55,615 | \$ 56,865 |
| | | \$ 6,934 | \$ 5,684 | \$ 4,434 | \$ 3,184 | \$ 1,934 | \$ 685 | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 15 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,565 | \$ 61,815 | \$ 63,065 |
| | 16 | \$ 47,804 | \$ 49,054 | \$ 50,303 | \$ 51,553 | \$ 52,803 | \$ 54,053 | \$ 55,302 | \$ 56,552 | \$ 57,802 |
| | | \$ 5,996 | \$ 4,746 | \$ 3,497 | \$ 2,247 | \$ 997 | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 16 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,253 | \$ 61,502 | \$ 62,752 | \$ 64,002 |
| | 17 | \$ 48,741 | \$ 49,991 | \$ 51,241 | \$ 52,490 | \$ 53,740 | \$ 54,990 | \$ 56,240 | \$ 57,489 | \$ 58,739 |
| | | \$ 5,059 | \$ 3,809 | \$ 2,559 | \$ 1,310 | \$ 60 | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 17 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 61,190 | \$ 62,440 | \$ 63,689 | \$ 64,939 |
| | 18 | \$ 49,678 | \$ 50,928 | \$ 52,178 | \$ 53,428 | \$ 54,677 | \$ 55,927 | \$ 57,177 | \$ 58,427 | \$ 59,677 |
| | | \$ 4,122 | \$ 2,872 | \$ 1,622 | \$ 372 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 18 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,877 | \$ 62,127 | \$ 63,377 | \$ 64,627 | \$ 65,877 |
| | 19 | \$ 50,616 | \$ 51,866 | \$ 53,115 | \$ 54,365 | \$ 55,615 | \$ 56,865 | \$ 58,114 | \$ 59,364 | \$ 60,614 |
| | | \$ 3,184 | \$ 1,934 | \$ 685 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 19 | \$ 60,000 | \$ 60,000 | \$ 60,000 | \$ 60,565 | \$ 61,815 | \$ 63,065 | \$ 64,314 | \$ 65,564 | \$ 66,814 |
| | 20 | \$ 51,553 | \$ 52,803 | \$ 54,053 | \$ 55,302 | \$ 56,552 | \$ 57,802 | \$ 59,052 | \$ 60,301 | \$ 61,551 |
| | | \$ 2,247 | \$ 997 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 20 | \$ 60,000 | \$ 60,000 | \$ 60,253 | \$ 61,502 | \$ 62,752 | \$ 64,002 | \$ 65,252 | \$ 66,501 | \$ 67,751 |
| | 21 | \$ 52,490 | \$ 53,740 | \$ 54,990 | \$ 56,240 | \$ 57,489 | \$ 58,739 | \$ 59,989 | \$ 61,239 | \$ 62,488 |
| | | \$ 1,310 | \$ 60 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 21 | \$ 60,000 | \$ 60,000 | \$ 61,190 | \$ 62,440 | \$ 63,689 | \$ 64,939 | \$ 66,189 | \$ 67,439 | \$ 68,688 |
| | 22 | \$ 53,428 | \$ 54,677 | \$ 55,927 | \$ 57,177 | \$ 58,427 | \$ 59,677 | \$ 60,926 | \$ 62,176 | \$ 63,426 |
| | | \$ 372 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 22 | \$ 60,000 | \$ 60,877 | \$ 62,127 | \$ 63,377 | \$ 64,627 | \$ 65,877 | \$ 67,126 | \$ 68,376 | \$ 69,626 |
| | 23 | \$ 54,365 | \$ 55,615 | \$ 56,865 | \$ 58,114 | \$ 59,364 | \$ 60,614 | \$ 61,864 | \$ 63,113 | \$ 64,363 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 23 | \$ 60,565 | \$ 61,815 | \$ 63,065 | \$ 64,314 | \$ 65,564 | \$ 66,814 | \$ 68,064 | \$ 69,313 | \$ 70,563 |
| | 24 | \$ 55,302 | \$ 56,552 | \$ 57,802 | \$ 59,052 | \$ 60,301 | \$ 61,551 | \$ 62,801 | \$ 64,051 | \$ 65,300 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 24 | \$ 61,502 | \$ 62,752 | \$ 64,002 | \$ 65,252 | \$ 66,501 | \$ 67,751 | \$ 69,001 | \$ 70,251 | \$ 71,500 |

| | | | | | | | | | | |
|--|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 25 | \$ 56,240 | \$ 57,489 | \$ 58,739 | \$ 59,989 | \$ 61,239 | \$ 62,488 | \$ 63,738 | \$ 64,988 | \$ 66,238 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 25 | \$ 62,440 | \$ 63,689 | \$ 64,939 | \$ 66,189 | \$ 67,439 | \$ 68,688 | \$ 69,938 | \$ 71,188 | \$ 72,438 |
| | 26 | \$ 57,177 | \$ 58,427 | \$ 59,677 | \$ 60,926 | \$ 62,176 | \$ 63,426 | \$ 64,676 | \$ 65,925 | \$ 67,175 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 26 | \$ 63,377 | \$ 64,627 | \$ 65,877 | \$ 67,126 | \$ 68,376 | \$ 69,626 | \$ 70,876 | \$ 72,125 | \$ 73,375 |
| | 27 | \$ 58,114 | \$ 59,364 | \$ 60,614 | \$ 61,864 | \$ 63,113 | \$ 64,363 | \$ 65,613 | \$ 66,863 | \$ 68,112 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 27 | \$ 64,314 | \$ 65,564 | \$ 66,814 | \$ 68,064 | \$ 69,313 | \$ 70,563 | \$ 71,813 | \$ 73,063 | \$ 74,312 |
| | 28 | \$ 59,052 | \$ 60,301 | \$ 61,551 | \$ 62,801 | \$ 64,051 | \$ 65,300 | \$ 66,550 | \$ 67,800 | \$ 69,050 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 28 | \$ 65,252 | \$ 66,501 | \$ 67,751 | \$ 69,001 | \$ 70,251 | \$ 71,500 | \$ 72,750 | \$ 74,000 | \$ 75,250 |
| | 29 | \$ 59,989 | \$ 61,239 | \$ 62,488 | \$ 63,738 | \$ 64,988 | \$ 66,238 | \$ 67,488 | \$ 68,737 | \$ 69,987 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 29 | \$ 66,189 | \$ 67,439 | \$ 68,688 | \$ 69,938 | \$ 71,188 | \$ 72,438 | \$ 73,688 | \$ 74,937 | \$ 76,187 |
| | 30 | \$ 60,926 | \$ 62,176 | \$ 63,426 | \$ 64,676 | \$ 65,925 | \$ 67,175 | \$ 68,425 | \$ 69,675 | \$ 70,924 |
| | | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | 30 | \$ 67,126 | \$ 68,376 | \$ 69,626 | \$ 70,876 | \$ 72,125 | \$ 73,375 | \$ 74,625 | \$ 75,875 | \$ 77,124 |
| | 1 Grandfathered Teachers only - Removed when | \$ 61,817 | \$ 63,043 | \$ 64,268 | \$ 65,494 | \$ 66,719 | \$ 67,945 | \$ 69,171 | \$ 70,397 | \$ 71,623 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 68,017 | \$ 69,243 | \$ 70,468 | \$ 71,694 | \$ 72,919 | \$ 74,145 | \$ 75,371 | \$ 76,597 | \$ 77,823 |
| | 1 Grandfathered Teachers only - Removed when | \$ 62,706 | \$ 63,932 | \$ 65,158 | \$ 66,384 | \$ 67,609 | \$ 68,835 | \$ 70,060 | \$ 71,286 | \$ 72,513 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 68,906 | \$ 70,132 | \$ 71,358 | \$ 72,584 | \$ 73,809 | \$ 75,035 | \$ 76,260 | \$ 77,486 | \$ 78,713 |
| | 0 Grandfathered Teachers only - Removed when | \$ 63,596 | \$ 64,822 | \$ 66,047 | \$ 67,273 | \$ 68,498 | \$ 69,725 | \$ 70,950 | \$ 72,176 | \$ 73,402 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 69,796 | \$ 71,022 | \$ 72,247 | \$ 73,473 | \$ 74,698 | \$ 75,925 | \$ 77,150 | \$ 78,376 | \$ 79,602 |
| | 0 Grandfathered Teachers only - Removed when | \$ 64,485 | \$ 65,712 | \$ 66,937 | \$ 68,163 | \$ 69,388 | \$ 70,614 | \$ 71,839 | \$ 73,066 | \$ 74,292 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 70,685 | \$ 71,912 | \$ 73,137 | \$ 74,363 | \$ 75,588 | \$ 76,814 | \$ 78,039 | \$ 79,266 | \$ 80,492 |
| | 2 Grandfathered Teachers only - Removed when | \$ 65,375 | \$ 65,890 | \$ 67,826 | \$ 69,053 | \$ 70,278 | \$ 71,504 | \$ 72,729 | \$ 73,955 | \$ 75,181 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 71,575 | \$ 72,090 | \$ 74,026 | \$ 75,253 | \$ 76,478 | \$ 77,704 | \$ 78,929 | \$ 80,155 | \$ 81,381 |
| | 4 Grandfathered Teachers only - Removed when | \$ 66,265 | \$ 67,491 | \$ 68,716 | \$ 69,942 | \$ 71,167 | \$ 72,394 | \$ 73,619 | \$ 74,845 | \$ 76,071 |
| | | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 | \$ 6,200 |
| | | \$ 72,465 | \$ 73,691 | \$ 74,916 | \$ 76,142 | \$ 77,367 | \$ 78,594 | \$ 79,819 | \$ 81,045 | \$ 82,271 |

**SCHEDULE D
GRIEVANCE FORM**

Date Filed: _____ Number: _____

District: Louisa-Muscatine School District Building: _____

Name of Aggrieved Person: _____

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

STEP 1 (Formal)

A. Date Violation Occurred _____

B. Date Informal Discussion Held _____

C. Parties Present at Informal Discussion _____

D. Section(s) of Agreement Violated _____

E. Statement of Grievance _____

F. Relief Sought _____

Signature Date

G. Disposition of Principal or Immediate Supervisor _____

Signature Date

