

**2022-2023**

**COLLECTIVE  
BARGAINING  
AGREEMENT**

**for**

**Certified Employees**

**JESUP COMMUNITY  
SCHOOL DISTRICT**

**JESUP, IOWA**

## **PREAMBLE**

The Board and the Association recognize and declare that providing a quality education for the students of the Jesup Community School District is their mutual desire. It is also recognized by the Board of Education and the Association that the quality of this education depends importantly upon the quality and the morale of the teachers, the performance of the Board and the Administration, and the support of the parents and community at large.

Therefore, the express purpose of this Agreement shall be to improve the conditions and educational benefits of the Jesup Community School District.

As a result, both parties have reached certain understandings which they desire to confirm in this Agreement. It is agreed as follows:

## **ARTICLE I            RECOGNITION**

### **A. Units**

The Board hereby recognizes the Jesup Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (case: #257) issued by the PERB on the 9th day of September, 1975.

"The following constitutes a unit appropriate for the purpose of collective bargaining within the meaning of Section 13 (2) of the act.

Included: all full-time and regular part-time classroom teachers (basic curriculum, vocational, special educational, fine arts), guidance counselors, librarians and nurses."

### **B. Definitions**

The term "Board", as used in this Agreement, shall mean the Board of Education of the Jesup Community School District or its duly authorized representatives.

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

The term "Association", as used in this Agreement, shall mean the Jesup Education Association or its duly authorized representatives or agents.

## **ARTICLE III            WAGES AND SALARIES**

### **A. Schedule**

The salaries of all employees covered by the regular salary schedule is set forth in Schedule A attached hereto and made a part hereof.

### **B. Placement on the Salary Schedule**

#### **a. Adjustments to the Salary Schedule**

- i. Each employee shall be placed on the proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph two (2) below.

Any employee serving in the Jesup Community School District for one (1) semester or more shall be given full credit for one (1) year of service toward the next increment step for the following year. For only the 2022-2023 school year, employees will be granted one full (1.0) increment or vertical step on the regular salary schedule for an additional year of service. Future years' determination of step movement will be reviewed as a part of future negotiated settlements.

**C. Credit for Experience**

Upon initial employment credit for previous outside teaching experience in a duly accredited school shall be given at the appropriate salary level on the employee schedule. The board reserves the right to place an employee upon initial employment on the vertical step of the salary schedule at their discretion and is not bound to only providing credit for previous outside teaching experience in a duly accredited school.

**D. Advancement on Salary Schedule**

**Increments**

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the regular salary schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Jesup Community School District for the equivalent of one (1) semester or more in one (1) school year. For only the 2022-2023 school year, employees will be granted one full (1.0) increment or vertical step on the regular salary schedule for an additional year of service. Future years' determination of step movement will be reviewed as a part of future negotiated settlements.

**Educational Lanes**

For an employee to advance from one (1) educational lane to a higher educational lane, his/her additional credits must be in an approved field and approved by the Superintendent or designee prior to the employee enrolling in the course. The employee shall give written notice to the Superintendent of his/her intention to advance no later than May 1. Employees must file suitable evidence of approved educational credit, by Sept. 1, and submit an official transcript by November 1.

**E. Method of Payment**

**Pay Periods**

Each employee shall be paid in twelve (12) equal installments on the twenty-fifth (25th) of each month.

**Exceptions to Pay Periods**

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

Employees who are new to the teaching profession may, at their option, elect to receive up to one thousand dollars (\$1000.00) of the first salary installment after the completion of the first ten (10) days of employment.

**ARTICLE XVI COMPLIANCE AND DURATION CLAUSE**

**A. Compliance Between Individual Contracts & Comprehensive Agreement**

Any individual contract between the Board and an individual employee heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. This clause is not to be construed to allow the one (1) year term contract to be extended beyond its term or to have its termination grievable at the end of its term.

Each individual contract shall be signed by the President of the Board.

**B. Separability**

Should any Article, section or clause of this Agreement be declared contrary to law, then that Article, section or clause shall be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in full force and effect.

**C. Duration**

This Agreement shall be effective as of July 1, 2022, and shall continue in effect until June 30, 2023.

This Agreement shall automatically continue in full force and effect for equivalent periods, except as may be amended, modified or substituted under the terms of this Agreement or through collective bargaining.

**D. Signature Clause**

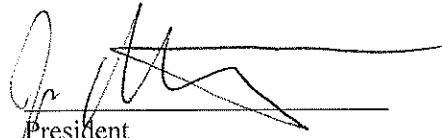
In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the \_\_\_\_\_ day of \_\_\_\_\_, 2022.

**JESUP EDUCATION ASSOCIATION**

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Chief Negotiator

**JESUP COMMUNITY SCHOOL DISTRICT**

By:  \_\_\_\_\_  
President

By: \_\_\_\_\_  
Chief Negotiator

**2022-2023 SALARY SCHEDULE**

STEP	BA	BA+12	BA+24	MA	MA+15
1	42,425	43,825	45,225	46,625	48,025
1.5	43,125	44,525	45,925	47,325	48,725
2	43,825	45,225	46,625	48,025	49,425
2.5	44,525	45,925	47,325	48,725	50,125
3	45,225	46,625	48,025	49,425	50,825
3.5	45,925	47,325	48,725	50,125	51,525
4	46,625	48,025	49,425	50,825	52,225
4.5	47,325	48,725	50,125	51,525	52,925
5	48,025	49,425	50,825	52,225	53,625
5.5	48,725	50,125	51,525	52,925	54,325
6	49,425	50,825	52,225	53,625	55,025
6.5	50,125	51,525	52,925	54,325	55,725
7	50,825	52,225	53,625	55,025	56,425
7.5	51,525	52,925	54,325	55,725	57,125
8	52,225	53,625	55,025	56,425	57,825
8.5	52,925	54,325	55,725	57,125	58,525
9	53,625	55,025	56,425	57,825	59,225
9.5	54,325	55,725	57,125	58,525	59,925
10	55,025	56,425	57,825	59,225	60,625
10.5	55,725	57,125	58,525	59,925	61,325
11	56,425	57,825	59,225	60,625	62,025
11.5	57,125	58,525	59,925	61,325	62,725
12	57,825	59,225	60,625	62,025	63,425
12.5	58,525	59,925	61,325	62,725	64,125
13	59,225	60,625	62,025	63,425	64,825
13.5	59,925	61,325	62,725	64,125	65,525
14	60,625	62,025	63,425	64,825	66,225
14.5	61,325	62,725	64,125	65,525	66,925
15	62,025	63,425	64,825	66,225	67,625
15.5	62,725	64,125	65,525	66,925	68,325
16	63,425	64,825	66,225	67,625	69,025
16.5	64,125	65,525	66,925	68,325	69,725
17		66,225	67,625	69,025	70,425
17.5		66,925	68,325	69,725	71,125
18		67,625	69,025	70,425	71,825
18.5		68,325	69,725	71,125	72,525
19			70,425	71,825	73,225
19.5			71,125	72,525	73,925
20			71,825	73,225	74,625
20.5			72,525	73,925	75,325
21			73,225	74,625	76,025
21.5			73,925	75,325	76,725
22			74,625	76,025	77,425
22.5				76,725	78,125
23				77,425	78,825
23.5					79,525
24					80,225

