

AGREEMENT

between the

GILBERT EDUCATION ASSOCIATION

and the

GILBERT COMMUNITY SCHOOL DISTRICT

for the

SCHOOL YEARS

2020-2021

2021-2022

2022-2023

2023-2024

Gilbert, Iowa

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGES</u>
I	PREAMBLE	1
II	RECOGNITION	1
III	GRIEVANCE PROCEDURES	2
IV	DEDUCTIONS	4
V	HOURS	5
VI	EMPLOYEE WORK YEAR	5
VII	LEAVES OF ABSENCE	6
	A. Sick Leave	6
	B. Professional Leave	6
	C. Bereavement Leave	6
	D. Family Illness Leave	6
	E. Association Delegate Assembly Leave	7
	F. Jury Duty Leave	7
	G. Military Leave	7
	H. Personal Leave	7
	I. Unpaid Leave	7
VIII	EXTENDED LEAVES OF ABSENCE	8
IX	HEALTH PROVISIONS	9
X	PROCEDURES FOR STAFF REDUCTION	9
XI	BASE WAGES AND SALARIES	10
XII	TEACHER LEADERSHIP SYSTEM	11
XIII	FINALITY AND EFFECT	12
	SCHEDULE A, SALARY SCHEDULES	13
	SCHEDULE B, EXTRACURRICULAR DUTY SCHEDULE	15
XIV	DURATION	16
	SIGNATURES	16

ARTICLE I

PREAMBLE

The Board of Directors of the Gilbert Community School District and the Gilbert Education Association recognize that the aim of the public schools is to provide a quality education program for children and youth of the School District.

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

ARTICLE II

RECOGNITION

A. The Board of Directors of the Gilbert Community School District hereby recognizes the Gilbert Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 232) issued by the PERB on the thirtieth day of September, 1975. (recertified on November 12, 2019.)

The unit described in the above certification is as follows: All regular full-time certified teachers and regular part-time certified teachers including school counselor, media specialist, and nurses (recognized with a BOEE license).

Excluded are all other employees and, in particular, those excluded under Section 4 of the Public Employment Relations Act.

B. Definitions:

1. The term "Employer" as used in the Agreement shall mean the Gilbert Community School District. The term "Board" as used in this Agreement shall mean the Board of Directors of the Gilbert Community School District or its duly-authorized representatives.

2. The term "Employee" as used in this Agreement shall mean the employees included in the bargaining unit described above.

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

GRIEVANCE PROCEDURES

A. Definition. Any allegation by an Employee or the Association that there has been a violation of any provision of this Agreement may be processed as a grievance as hereinafter provided. The grievance procedure shall be the exclusive means of contesting an alleged violation of the Agreement.

B. Steps.

Level One - Informal

In the event the Employee or the Association believes there is a basis for a grievance, he/she/it shall first discuss the alleged grievance with the building principal in a scheduled meeting within ten (10) school days after the alleged violation occurred.

If, as a result of the informal discussion with the building principal, a grievance still exists, the following formal grievance procedure may be invoked by the Employee or by the Association.

Level Two - Principal

The grievant shall submit to the building principal a copy of the written grievance form, signed by the grievant, within ten (10) school days after the informal meeting with the building principal. Within ten (10) school days of receipt of the formal written grievance, the building principal shall meet with the grievant. The building principal shall indicate the disposition of the grievance in writing within ten (10) school days after such meeting and shall furnish a copy thereof to the grievant.

Level Three - Superintendent

If the grievant is not satisfied with the disposition of the grievance, the grievance shall be submitted in writing to the Superintendent within ten (10) school days of the building principal's decision. Within (10) school days of receipt of the written grievance, the Superintendent or his/her designee shall meet with the grievant. Such meetings shall be scheduled outside the grievant's working day. The Superintendent shall indicate the disposition of the grievance in writing within ten (10) school days after such meeting and shall furnish a copy thereof to the grievant and to the Association, if it is an Employee grievance.

Level Four - Arbitration

If the grievant is not satisfied with the disposition of the grievance by the Superintendent, the Association shall meet within five (5) school days of the disposition by the Superintendent. The Association may submit the grievance to binding arbitration within ten (10) school days of the disposition by the Superintendent by filing a request for arbitration with the Superintendent. The superintendent may deny this request.

If approved by the superintendent, within ten (10) school days after written notice to the Superintendent of submission to arbitration, the Association shall make a written request for a list of seven (7) arbitrators to the Iowa Public Employment Relations Board. The parties shall determine by lot which party shall be the arbitrator.

The arbitration hearing shall be held outside of the school day and shall be closed to all persons except the grievant, his/her representatives, the administration, the Board and its representatives and the witnesses.

It shall be the function of the arbitrator to make a written decision setting forth findings of fact, reasoning and conclusions on the issue(s) submitted. The authority of the arbitrator shall be strictly limited to deciding only the issue(s) presented in writing by the Board or the grievant. The arbitrator's decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement. No decisions of the arbitrator shall in any way be in derogation of the powers, duties and rights established in the Employer by constitutional provisions or statutes.

The cost for the services of the arbitrator shall be borne by the Association.

The arbitrator's decision shall be made within thirty (30) calendar days after the close of the hearing or after the filing of post hearing briefs.

C. Choice of Forum. If any employee or the Association files a claim under Chapter 279, the Employer shall not be required to process any claim based on similar facts or claims through the grievance procedure.

DEDUCTIONS

A. Other Deductions. Upon appropriate written authorization from the Employee, the Employer shall deduct from the salary of any Employee, and make appropriate remittance, for family insurance premiums, tax-sheltered annuities payments, and the United Way.

B. The Association agrees to indemnify and hold harmless the Employer, the Board, and the Employer's authorized representatives from any and all claims, costs, suits, or other forms of liability that might arise out of the Employer agreeing to make deductions, insurance, tax-sheltered annuities, and United Way.

ARTICLE V

HOURS

- A. The work day shall consist of not more than eight hours, except as modified below.
- B. On Fridays and on days immediately preceding holidays and vacation periods, the work day shall end upon the departure of the buses. The exception would be if there is a professional development scheduled then the work day would end at the regularly scheduled time. This can take place once per semester and not before a holiday.
- C. Employees shall have a daily, duty-free lunch period of at least twenty-six (26) minutes, except when assigned to noon supervision, which shall not occur more than twenty (20) times per year.
- D. In addition to the regular eight hour work day, Employees may be required to attend two faculty meetings each month. Meetings shall be limited to thirty minutes beyond the regular eight hour work day. Meetings may be scheduled at either end of the regular eight hour work day. Faculty meetings shall not be called after the regular school day on Fridays or on any day immediately preceding holidays or vacation periods.
- E. Other supervisory duties may be assigned.

ARTICLE VI

EMPLOYEE WORK YEAR

- A. Employee attendance shall not be required whenever student attendance is not required due to hazardous travel conditions. Employee attendance shall be required without additional compensation when, in the judgment of the Board, it is necessary to make up such days to fulfill the statutory requirement regarding number of days taught.

LEAVES OF ABSENCE

A. Sick Leave.

Employees are granted leave of absence for personal illness or injury, doctor's or dentist's appointments, or for pre or post-operative doctor's appointments with full pay in the following amounts:

1.	The first year of employment	10 days
2.	The second year of employment	11 days
3.	The third year of employment	12 days
4.	The fourth year of employment	13 days
5.	The fifth year of employment	14 days
6.	The sixth year and subsequent years of employment	15 days

The above amounts shall apply only to consecutive years of employment in the Gilbert Community School District and unused portions shall be cumulative to a maximum of one hundred thirty-five (135) days. Upon written request, Employees will be given a written accounting of accumulated sick leave within ten (10) days of such request. The Employer may require such reasonable evidence as it may desire confirming the medical necessity for such leave of absence.

B. Professional Leave.

Two (2) days paid leave, not cumulative, will be granted to employees each year for visiting other schools or for attendance at meetings in the employees' subject matter areas. Only one (1) of the two (2) days may be used for attending athletic clinics, which must be in a sport the Employee is currently coaching in the District. No more than two (2) Employees may be gone from a building at one time and no more than one (1) Employee may attend the same meeting or visitation, except upon permission of the building principal. Request for professional leave shall be filed in writing with the building principal at least five (5) school days in advance of the requested leave. Additional days may be assigned at the discretion of the Employer.

C. Bereavement Leave.

Employees shall be granted paid leave time in the amounts of time and death in the family as follows:

Death of Employee's spouse, child, parent, parent-in-law, 5 days
child-in-law, grandchild or sibling, including any "step" situations.

*One day of bereavement leave may be used for estate business at a time determined by the employee, within one calendar year from first day of bereavement taken.

Death of Employee's grandparent or sibling-in-law, 3 days
including any "step" situations.

In the event of the death of a person other than those mentioned above, an Employee may be granted by the Employer up to one (1) day of paid leave to attend the funeral.

D. Family Illness.

Employees may be granted a maximum of eight (8) days paid leave per year for illness of the employee's spouse, child, sibling, parent, parent-in-law, child-in-law, or grandchild, including any "step" situations. In the event of a catastrophic event occurring to spouse, child, or parent additional family leave days (family leave days are taken off the sick leave balance) are available at the discretion of the Superintendent.

E. Association Delegate Assembly Leave.

Certified delegates will be granted up to two (2) days leave per year to attend ISEA Delegate Assembly.

F. Jury Duty Leave.

An Employee who is called for jury service shall be permitted to be absent from his/her duties. An Employee who receives a jury duty interview and appearance notice shall notify the Superintendent within one (1) day of such notice. If an Employee reports for jury duty, he/she shall furnish the Superintendent a written statement from an appropriate public official listing the dates served and the amount of payment received for jury duty. Any payment received for jury duty will be submitted to the District Business Office and the Employee will be paid the difference between his/her normal salary and the amount received for jury service, provided he/she make himself/herself available for work within his/her regular work schedule when not occupied for jury service. Any Employee abusing this privilege shall not be entitled to the pay differential and will be subject to disciplinary action.

G. Military Leave.

A military leave will be granted to an Employee in accordance with applicable federal and state laws governing military leave. Such leaves shall be without pay except as provided by Section 29A.28 of the Code of Iowa. An Employee on military leave shall be credited with experience on the salary schedule if the Employee performs services at least ninety-four (94) contract days. Sick leave will accumulate during the period of military leave.

H. Personal Leave.

Employees shall be allowed two (2) days paid leave per year for personal leave to be used at the discretion of the employee. Employees who do not use their personal leave during the year may carry over 2 personal leave days, not to exceed five (5) days in any one school year. An employee planning to use a leave day shall notify his/her principal five (5) school days in advance, if possible. No more than three (3) members of the staff at each building may use the same day.

Personal leave shall not be granted the first or last day of the school year, nor the day immediately preceding a recess period or holiday except in the event of graduation exercises for the employee, the employee's spouse or child; the wedding ceremony of an employee, or employee's child; an honors convocation honoring the employee, the employee's spouse or the employee's child; the military departure of an employee's spouse or employee's child; or state sanctioned event involving the employee's spouse as a coach/sponsor or child as a participant (including the Iowa State Fair).

In addition to the restrictions noted in paragraph 3, personal leave shall not be granted during scheduled professional development time as established on the school calendar, unless approved at the discretion of the superintendent and/or designee.

I. Unpaid Leave.

Employee may request leave without pay. There will need to be a description of how the leave will be used and will be approved at the discretion of the Superintendent.

EXTENDED LEAVES OF ABSENCE

A. Types of Extended Leave.

Employees may be granted, at the sole discretion of the Board, an extended leave of absence for the following reasons and for the following periods of time, all of which must begin before the fall semester and end after spring semester:

- | | | |
|----|--|--------------------------|
| 1. | Campaigning for or serving in a public office | up to 8 school semesters |
| 2. | Engaging in study full-time at an accredited college or university when such study is related to the Employee's teaching assignments | up to 2 school semesters |
| 3. | Serving in VISTA, the National Teachers Corps, or the Peace Corps | up to 2 school semesters |
| 4. | Taking care of a newborn child, or adopted child | up to 2 school semesters |
| 5. | Other extended leaves when the Board determines the reason is sufficient | up to 2 school semesters |

B. Application for Extended Leave.

An Employee desiring to take an extended leave of absence must file a written request with the Board of Directors. The request must be filed by March 1 if the leave request is for the following school year or for the first Semester of the following school year. The request must be filed by October 1 if the request is for the second semester of the school year.

C. Term of Leave of Absence.

Extended leaves shall be granted in segments of one semester in order to avoid disruption to the educational program, except for leave for caring for a newborn child, or adopted child which may be for the remainder of the semester in which the child is born, or adopted and for the following semester within the same school year.

D. Benefits While on Extended Leave.

Extended leaves of absence shall be without pay and without benefits, subject to FMLA. Upon return from an extended leave of absence, the Employee shall be placed on the salary schedule at the same step, and the Employee shall be granted any accumulated paid leaves he/she had at the time of initiation of the extended leave.

E. Assignment Upon Return.

The Employee will not be guaranteed the same assignment as when he/she initiated the leave.

ARTICLE IX

HEALTH PROVISIONS

A. Continuing Employees.

The Employer may require an examination when, in its judgment, such an examination is relevant to an Employee's performance or status. The examining physician shall be selected by the Employer.

ARTICLE X

PROCEDURE FOR STAFF REDUCTION

A. Any Employee whose contract is fully terminated pursuant to this Article shall have recall privileges to a vacancy in the professional category that the Employee was teaching in immediately prior to said termination for two (2) years from the effective date of his/her termination: provided the Employee specifically requests in writing that he/she desires to be recalled and provided the Employee is fully certified, endorsed and approved for the vacant position. Such written request must be filed with the Superintendent within twenty (20) calendar days after notification to the teacher of termination.

The School Board Secretary shall be kept informed of the current address and telephone number of the Employee.

Failure to report to work upon recall within fourteen (14) calendar days from the date such notice is sent shall result in loss of recall rights.

Positions of substitute teacher shall be offered to Employees on recall, as appropriate to the professional category being filled.

Accumulated leave benefits to which an Employee was entitled at the time of his/her layoff, will be restored to the Employee upon his or her return to active employment and the Employee will be placed on the proper step of the salary schedule for the Employee's current position according to the Employee's experience and education.

BASE WAGES AND SALARIES

A. Schedule.

The salary of each Employee covered by the regular salary schedule is set forth in Schedule A which is attached hereto and made a part of this Agreement.

B. Placement on Salary Schedule.

1. The Employee's status on the salary schedule shall be determined by the official transcript, which each Employee must have on file in the Superintendent's office.
2. Up to ten (10) years credit may be allowed by the Board.
3. Any new Employee hired prior to November 1 will be given credit for one (1) year's service toward the next increment step for the following year.
4. The school nurse shall receive 80% of B.S. lane at the step corresponding to employee's experience.

C. Advancement on Salary Schedule – Increments.

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service within the District until the maximum step for their educational classification is reached.

1. Employees desiring reclassification on the salary schedule shall take courses at an accredited college or university in the Employee's area of assignment or in education. All courses taken to meet this provision shall be approved in advance by the Superintendent. For a teacher to teach a concurrent (dual) credit class they must have a master's degree in their area of assignment.

2. An Employee must file a written request with the superintendent by March 1st of the current school year in order to qualify for a salary reclassification for the following school year and verification of credits earned must be filed with the Superintendent no later than September 10th for the Employee to earn a salary reclassification.

D. Professional Development.

1. All Employees shall meet renewal requirements as defined by the Iowa Board of Education Examiners and the Iowa Department of Education.

2. Employees who have not fulfilled the professional development requirement shall receive no salary increase until the professional development requirement has been met and proof provided to the Superintendent.

3. Full-time Employees shall be permitted to enroll for a maximum of six (6) semester hours of credit per semester during the regular school year. Enrollment in excess of this number must be approved in advance by the Superintendent

E. Pay Period.

1. Each Employee shall be paid in twelve (12) equal installments on the 20th of each month. If the 20th falls on a Saturday or Sunday, Employees shall receive their paychecks on the preceding Friday.

TEACHER LEADERSHIP SYSTEM

The assignment of teachers to TLS positions shall not be subject to the transfer procedures contained in the collective bargaining agreement. No employee will be involuntarily assigned to a TLS position.

Teachers assigned to TLS positions shall retain their regular teaching contract issued in accordance with Iowa Code Chapter 279 and shall be issued a supplemental contract for a one-year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.

The salary supplements received by teachers assigned to TLS positions will be as specified in the District's approved Teacher Leadership System application. The salary supplement is compensation to the teacher in the TLS position for the additional contract days and hours of work required of the teacher.

Teachers in TLS positions will work the number of days specified in the District's approved Teacher Leadership System application and as provided by law.

Teachers in TLS positions will work the number of hours specified in Article V, Subsection A and as necessary to perform the duties of their teaching and TLS positions. If the job description does not include expectations for teaching-related duties such as, but not limited to, parent-teacher conferences, regular duty assignments, and school events, then the contract language applies (Article V).

Upon completion of a Teacher Leadership role, teachers will return to the teaching assignment vacated when selected for the Teacher Leadership role to include all eligible advancement through steps and lanes on Schedule A. If mutually agreed upon, teachers may choose to be assigned to a teaching position for which they are certified and qualified different from the position vacated upon being selected for a Teacher Leadership role.

Teacher leadership supplemental foundation aid from the state shall be required to sustain the TLS program. The TLS salary will not be included in the salary schedule. Any reduction or elimination of this support may result in a corresponding reduction or elimination of the assignments and compensation.

FINALITY AND EFFECT

A. This Agreement constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualified waives any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

C. Both parties, by mutual agreement, may modify or amend said Agreement, but such modification or amendment must be signed by both parties, and if not, the contract, as written is binding.

GILBERT COMMUNITY SCHOOL DISTRICT

2023-24 SCHEDULE A

First line used to generate Schedule B and Extended Contract Salaries

STEP	BS	BS+10	BS+20	BS+30	MS	MS+15	MS+30	STEP
1	38,950	40,508	42,066	43,624	46,740	48,688	50,635	1
	1,268	1,319	1,369	1,420	1,522	1,585	1,648	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	45,037	46,646	48,254	49,863	53,081	55,092	57,102	
2	40,508	42,066	43,624	45,182	48,298	50,246	52,193	2
	1,319	1,369	1,420	1,471	1,572	1,636	1,699	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	46,646	48,254	49,863	51,472	54,689	56,700	58,711	
3	42,066	43,624	45,182	46,740	49,856	51,804	53,751	3
	1,369	1,420	1,471	1,522	1,623	1,686	1,750	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	48,254	49,863	51,472	53,081	56,298	58,309	60,320	
4	43,624	45,182	46,740	48,298	51,414	53,362	55,309	4
	1,420	1,471	1,522	1,572	1,674	1,737	1,801	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	49,863	51,472	53,081	54,689	57,907	59,918	61,929	
5	45,182	46,740	48,298	49,856	52,972	54,920	56,867	5
	1,471	1,522	1,572	1,623	1,724	1,788	1,851	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	51,472	53,081	54,689	56,298	59,515	61,526	63,537	
6	46,740	48,298	49,856	51,414	54,530	56,478	58,425	6
	1,522	1,572	1,623	1,674	1,775	1,839	1,902	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	53,081	54,689	56,298	57,907	61,124	63,135	65,146	
7	48,298	49,856	51,414	52,972	56,088	58,036	59,983	7
	1,572	1,623	1,674	1,724	1,826	1,889	1,953	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	54,689	56,298	57,907	59,515	62,733	64,744	66,755	
8	49,856	51,414	52,972	54,530	57,646	59,594	61,541	8
	1,623	1,674	1,724	1,775	1,877	1,940	2,003	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	56,298	57,907	59,515	61,124	64,342	66,353	68,363	
9	51,414	52,972	54,530	56,088	59,204	61,152	63,099	9
	1,674	1,724	1,775	1,826	1,927	1,991	2,054	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	57,907	59,515	61,124	62,733	65,950	67,961	69,972	
10	52,972	54,530	56,088	57,646	60,762	62,710	64,657	10
	1,724	1,775	1,826	1,877	1,978	2,041	2,105	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	59,515	61,124	62,733	64,342	67,559	69,570	71,581	
11	54,530	56,088	57,646	59,204	62,320	64,268	66,215	11
	1,775	1,826	1,877	1,927	2,029	2,092	2,156	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	61,124	62,733	64,342	65,950	69,168	71,179	73,190	
12	56,088	57,646	59,204	60,762	63,878	65,826	67,773	12
	1,826	1,877	1,927	1,978	2,080	2,143	2,206	
	4,819	4,819	4,819	4,819	4,819	4,819	4,819	
	62,733	64,342	65,950	67,559	70,777	72,787	74,798	
13			60,762	62,320	65,436	67,384	69,331	13
			1,978	2,029	2,130	2,194	2,257	
			4,819	4,819	4,819	4,819	4,819	
			67,559	69,168	72,385	74,396	76,407	
14			62,320	63,878	66,994	68,942	70,889	14
			2,029	2,080	2,181	2,244	2,308	
			4,819	4,819	4,819	4,819	4,819	
			69,168	70,777	73,994	76,005	78,016	

GILBERT COMMUNITY SCHOOL DISTRICT

2023-24 SCHEDULE A

First line used to generate Schedule B and Extended Contract Salaries

STEP	BS	BS+10	BS+20	BS+30	MS	MS+15	MS+30	STEP
15			63,878	65,436	68,552	70,500	72,447	15
			2,080	2,130	2,232	2,295	2,358	
			4,819	4,819	4,819	4,819	4,819	
			70,777	72,385	75,603	77,614	79,624	
16					70,110	72,058	74,005	16
					2,282	2,346	2,409	
					4,819	4,819	4,819	
					77,211	79,222	81,233	
17					71,668	73,616	75,563	17
					2,333	2,397	2,460	
					4,819	4,819	4,819	
					78,820	80,831	82,842	
18					73,226	75,174	77,121	18
					2,384	2,447	2,511	
					4,819	4,819	4,819	
					80,429	82,440	84,451	
19					74,784	76,732	78,679	19
					2,435	2,498	2,561	
					4,819	4,819	4,819	
					82,038	84,048	86,059	
20					75,174	77,121	79,069	20
					2,447	2,511	2,574	
					4,819	4,819	4,819	
					82,440	84,451	86,462	
21					75,563	77,511	79,458	21
					2,460	2,523	2,587	
					4,819	4,819	4,819	
					82,842	84,853	86,864	
22					75,953	77,900	79,848	22
					2,473	2,536	2,599	
					4,819	4,819	4,819	
					83,244	85,255	87,266	
23					76,342	78,290	80,237	23
					2,485	2,549	2,612	
					4,819	4,819	4,819	
					83,646	85,657	87,668	
24					76,732	78,679	80,627	24
					2,498	2,561	2,625	
					4,819	4,819	4,819	
					84,048	86,059	88,070	
25					77,121	79,069	81,016	25
					2,511	2,574	2,637	
					4,819	4,819	4,819	
					84,451	86,462	88,472	
26					77,511	79,458	81,405	26
					2,523	2,587	2,650	
					4,819	4,819	4,819	
					84,853	86,864	88,875	
27					77,900	79,848	81,795	27
					2,536	2,599	2,663	
					4,819	4,819	4,819	
					85,255	87,266	89,277	
28					78,290	80,237	82,184	28
					2,549	2,612	2,675	
					4,819	4,819	4,819	
					85,657	87,668	89,679	
29					78,679	80,626	82,574	29
					2,561	2,625	2,688	
					4,819	4,819	4,819	
					86,059	88,070	90,081	

Schedule B
Extracurricular Duty Schedule
2023-24

Base	38,950	
	Percent	Contract
High School Coaches		
Head Football	15%	5,843
Head Boys' Basketball	15%	5,843
Head Girls' Basketball	15%	5,843
Head Baseball	15%	5,843
Head Softball	15%	5,843
Head Wrestling	15%	5,843
Head Volleyball	13%	5,064
Head Boys' Track	11%	4,285
Head Girls' Track	11%	4,285
Head Cross Country	11%	4,285
Head Golf	11%	4,285
Head Soccer	11%	4,285
Head Bowling	9%	3,506
Asst Football	9%	3,506
Asst Boys' Basketball	10%	3,895
Asst Girls' Basketball	10%	3,895
Asst Baseball	9%	3,506
Asst Softball	9%	3,506
Asst Wrestling	9%	3,506
Asst Volleyball	9%	3,506
Asst Track	9%	3,506
Asst Cross Country	9%	3,506
Asst Golf	9%	3,506
Asst Soccer	9%	3,506
Associate Coaches	5.85%	2,279
Junior High Coaches		
Football	6%	2,337
Boys' Basketball	6%	2,337
Girls' Basketball	6%	2,337
Boys' Track	6%	2,337
Girls' Track	6%	2,337
Volleyball	6%	2,337
Wrestling	6%	2,337
Cross Country	6%	2,337
Soccer	6%	2,337
Baseball	6%	2,337
Softball	6%	2,337
Assistant Junior High Coaches	4%	1,558
Associate Coaches	3%	1,169

	Percent	Contract
Other Sponsors		
Band Director	14%	5,453
Vocal Music Director	14%	5,453
Middle School Vocal Music Director	3%	1,169
Trainer	5%	1,948
Speech	4.5%	1,753
Fall Cheerleader Sponsor	4%	1,558
Fall Junior High Cheer Sponsor	2%	779
Asst Football Cheer Sponsor	1%	390
Winter Cheerleader Sponsor	6%	2,337
Winter Junior High Cheer Sponsor	3%	1,169
Competition Cheer Team Coach	3%	1,169
Asst Competition Cheer Team Coach	1%	390
Head Dance Sponsor	4%	1,558
Dramatics (per production)	4.5%	1,753
Middle School Dramatics	5%	1,948
JH Band	5%	1,948
Club Sponsors	1.5%	584
Asst Dramatics (per production)	2.5%	974
Elementary Music Director	3%	1,169
Sr High Student Council	3%	1,169
Jr High Student Council	1.5%	584
Junior Class Sponsor	1%	390
Yearbook	1.5%	584
DECA Sponsor	7.0%	2,727
Fall Sports Game Manager	3%	1,169
Winter Sports Game Manager	5%	1,948
Summer Sports High School Game Manager	3%	1,169
Director of Strength & Conditioning Coach	5%	1,948
Fall Weightroom Supervisor Coach	2%	779
Winter Weightroom Supervisor Coach	2%	779
Spring Weightroom Supervisor Coach	2%	779
Summer Weightroom Supervisor Coach	3%	1,169
Esports Coordinator	1%	390
Fall Esports Sponsor	5%	1,948
Winter Esports Sponsor	5%	1,948
Spring Esports Sponsor	5%	1,948

ARTICLE XIV

All provisions of the Agreement shall become effective on July 1, 2023 and shall continue in effect through June 30, 2024, with the following exceptions: Article XI (Base Wages and Salaries), Schedule A, and Schedule B will be addressed each year as per the provisions of Iowa Code Chapter 20.

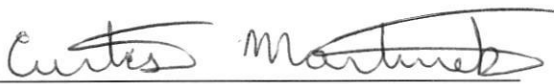
This agreement signed this 10 day of April 2023.


**GILBERT COMMUNITY
SCHOOL DISTRICT**

By 
Dr. Christine Trujillo
Chief Negotiator

By 
Andrew Ricklefs, President
Board of Directors

GILBERT EDUCATION ASSOCIATION

By 
Curtis Martinek
Chief Negotiator

By 
Trey Staudt, President
Gilbert Education Association

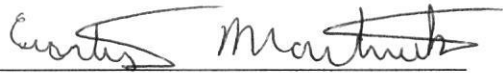
Memorandum of Agreement (Teacher Salary Supplement)
Distribution of Teacher Salary Supplement Funds for 2023-24

The board accepts the proposal to maintain the current:

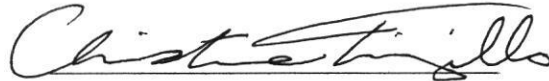
- a. 30% of the Teacher Salary Supplement (TSS) funds to be allocated to the district will be indexed similar to Schedule A and paid according to teachers on their respective steps; and
- b. The remaining 70% of the TSS will be distributed on an equal basis to all teachers, proportional to their respective FTE.

An amount of \$15,000 will be withheld from the state funded TSS dollars at the beginning of the 2023-24 period for payments to incoming staff members. Any TSS dollars in excess of the \$15,000 will be paid out in the May payroll of the 2023-24 school year.

If the cash funding to the district for the Teacher Salary Supplement is reduced by the state due to budgetary reductions or other considerations, the allocations to teachers will be reduced accordingly in both the indexed and equal distribution components.



Curtis Martinek, GEA Chief Negotiator



Dr. Christine Trujillo, District Chief

3-2-23

Date

3-2-23

Date