

AGREEMENT

between the

GILBERT EDUCATION ASSOCIATION

and the

GILBERT COMMUNITY SCHOOL DISTRICT

for the

SCHOOL YEARS

2024-2025

2025-2026

2026-2027

2027-2028

Gilbert, Iowa

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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.

ARTICLE IV

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 the number of days taught.

LEAVES OF ABSENCE

A. Sick Leave.

Employees are granted leave of absence for personal or family 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.

Family will be defined as the employee's spouse, child, sibling, parent, parent-in-law, child-in-law, or grandchild, including any "step" situations. In addition to the relationships listed in the previous sentence, any person living in the same household as the employee will be considered family. Sick leave may be granted for additional family relationships not already listed at the discretion of the superintendent or superintendent's designee.

B. Maternity/Paternity Leave.

In cases of employees giving birth or adopting a child, 8 weeks for the birthing parent or 2 weeks for the non-birthing parent. Existing paid leave (personal and sick leave) must be utilized first and concurrent with FMLA leave. If the birth mother is still under the care of their health care team after 8 weeks for up to 12 weeks, they may use additional sick days as paid time off. Any additional FMLA leave entitlement will be unpaid. For additional FMLA information refer to Board Policy 409.03: Employee Family and Medical Leave.

C. 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.

D. 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 the 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.

E. Catastrophic Leave Option

Employees who are experiencing a catastrophic event may request catastrophic leave. The employee must first exhaust all paid leave and incur ten (10) unpaid days. Other employees can donate only personal leave with a cap for the affected employee of 20 days. The Superintendent or superintendent's designee may approve at their discretion.

F. Association Delegate Assembly Leave.

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

G. 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.

H. 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.

I. 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.

If an employee has more than three unused personal days at the end of the school year, then the employee will be paid utilizing the chart below. If the substitute daily rate changes beyond the chart below, then the District and GEA will mutually agree upon the pay rate for unused personal days (including partial days at the corresponding partial rate) so the rate is approximately equal to the daily substitute pay rate minus the District's cost for IPERS and FICA contributions for the day.

Substitute Substitute Daily Rate	Employee Pay per Day
\$131-\$140	\$110
\$141-\$150	\$115
\$151-\$160	\$125
\$161-\$170	\$135

J. 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.

ARTICLE VIII

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
2024-25 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	39,950	41,548	43,146	44,744	47,940	49,938	51,935	1
	1,421	1,478	1,535	1,592	1,705	1,776	1,847	
	6,129	5,410	5,410	5,410	5,410	5,410	5,410	
	47,500	48,436	50,091	51,746	55,055	57,124	59,192	
2	41,548	43,146	44,744	46,342	49,538	51,536	53,533	2
	1,478	1,535	1,592	1,648	1,762	1,833	1,904	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	48,436	50,091	51,746	53,400	56,710	58,779	60,847	
3	43,146	44,744	46,342	47,940	51,136	53,134	55,131	3
	1,535	1,592	1,648	1,705	1,819	1,890	1,961	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	50,091	51,746	53,400	55,055	58,365	60,433	62,502	
4	44,744	46,342	47,940	49,538	52,734	54,732	56,729	4
	1,592	1,648	1,705	1,762	1,876	1,947	2,018	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	51,746	53,400	55,055	56,710	60,020	62,088	64,157	
5	46,342	47,940	49,538	51,136	54,332	56,330	58,327	5
	1,648	1,705	1,762	1,819	1,933	2,004	2,075	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	53,400	55,055	56,710	58,365	61,675	63,743	65,812	
6	47,940	49,538	51,136	52,734	55,930	57,928	59,925	6
	1,705	1,762	1,819	1,876	1,989	2,060	2,132	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	55,055	56,710	58,365	60,020	63,329	65,398	67,467	
7	49,538	51,136	52,734	54,332	57,528	59,526	61,523	7
	1,762	1,819	1,876	1,933	2,046	2,117	2,188	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	56,710	58,365	60,020	61,675	64,984	67,053	69,121	
8	51,136	52,734	54,332	55,930	59,126	61,124	63,121	8
	1,819	1,876	1,933	1,989	2,103	2,174	2,245	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	58,365	60,020	61,675	63,329	66,639	68,708	70,776	
9	52,734	54,332	55,930	57,528	60,724	62,722	64,719	9
	1,876	1,933	1,989	2,046	2,160	2,231	2,302	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	60,020	61,675	63,329	64,984	68,294	70,362	72,431	
10	54,332	55,930	57,528	59,126	62,322	64,320	66,317	10
	1,933	1,989	2,046	2,103	2,217	2,288	2,359	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	61,675	63,329	64,984	66,639	69,949	72,017	74,086	
11	55,930	57,528	59,126	60,724	63,920	65,918	67,915	11
	1,989	2,046	2,103	2,160	2,274	2,345	2,416	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	63,329	64,984	66,639	68,294	71,604	73,672	75,741	
12	57,528	59,126	60,724	62,322	65,518	67,516	69,513	12
	2,046	2,103	2,160	2,217	2,330	2,401	2,473	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	64,984	66,639	68,294	69,949	73,258	75,327	77,396	
13	59,928	59,526	62,322	63,920	67,116	69,114	71,111	13
	2,060	2,117	2,217	2,274	2,387	2,458	2,529	
	5,410	5,410	5,410	5,410	5,410	5,410	5,410	
	65,398	67,053	69,949	71,604	74,913	76,982	79,050	
14			63,920	65,518	68,714	70,712	72,709	14
			2,274	2,330	2,444	2,515	2,586	
			5,410	5,410	5,410	5,410	5,410	
			71,604	73,258	76,568	78,637	80,705	
15			65,518	67,116	70,312	72,310	74,307	15
			2,330	2,387	2,501	2,572	2,643	
			5,410	5,410	5,410	5,410	5,410	
			73,258	74,913	78,223	80,292	82,360	
16			65,918	67,516	71,910	73,908	75,905	16
			2,345	2,401	2,558	2,629	2,700	
			5,410	5,410	5,410	5,410	5,410	
			73,672	75,327	79,878	81,946	84,015	

**GILBERT COMMUNITY SCHOOL DISTRICT
2024-25 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
17					73,508	75,506	77,503	17
					2,615	2,686	2,757	
					5,410	5,410	5,410	
					81,533	83,601	85,670	
18					75,106	77,104	79,101	18
					2,671	2,743	2,814	
					5,410	5,410	5,410	
					83,187	85,256	87,325	
19					76,704	78,702	80,699	19
					2,728	2,799	2,870	
					5,410	5,410	5,410	
					84,842	86,911	88,979	
20					77,104	79,101	81,099	20
					2,743	2,814	2,885	
					5,410	5,410	5,410	
					85,256	87,325	89,393	
21					77,503	79,501	81,498	21
					2,757	2,828	2,899	
					5,410	5,410	5,410	
					85,670	87,738	89,807	
22					77,903	79,900	81,898	22
					2,771	2,842	2,913	
					5,410	5,410	5,410	
					86,083	88,152	90,221	
23					78,302	80,300	82,297	23
					2,785	2,856	2,927	
					5,410	5,410	5,410	
					86,497	88,566	90,634	
24					78,702	80,699	82,697	24
					2,799	2,870	2,941	
					5,410	5,410	5,410	
					86,911	88,979	91,048	
25					79,101	81,099	83,096	25
					2,814	2,885	2,956	
					5,410	5,410	5,410	
					87,325	89,393	91,462	
26					79,501	81,498	83,495	26
					2,828	2,899	2,970	
					5,410	5,410	5,410	
					87,738	89,807	91,875	
27					79,900	81,898	83,895	27
					2,842	2,913	2,984	
					5,410	5,410	5,410	
					88,152	90,221	92,289	
28					80,300	82,297	84,294	28
					2,856	2,927	2,998	
					5,410	5,410	5,410	
					88,566	90,634	92,703	
29					80,699	82,696	84,694	29
					2,870	2,941	3,013	
					5,410	5,410	5,410	
					88,979	91,048	93,117	
30					81,099	83,096	85,093	30
					2,885	2,956	3,027	
					5,410	5,410	5,410	
					89,393	91,462	93,530	

Schedule B
Extracurricular Duty Schedule
2024-25

Base	39,950	
	Percent	Contract
High School Coaches		
Head Football	15%	5,993
Head Boys' Basketball	15%	5,993
Head Girls' Basketball	15%	5,993
Head Baseball	15%	5,993
Head Softball	15%	5,993
Head Boys' Wrestling	15%	5,993
Head Girls' Wrestling	15%	5,993
Head Volleyball	13%	5,194
Head Boys' Track	11%	4,395
Head Girls' Track	11%	4,395
Head Boys' Cross Country	11%	4,395
Head Girls' Cross Country	11%	4,395
Head Boys' Golf	11%	4,395
Head Girls' Golf	11%	4,395
Head Boys' Soccer	11%	4,395
Head Girls' Soccer	11%	4,395
Head Boys' Bowling	9%	3,596
Head Girls' Bowling	9%	3,596
Asst Football	9%	3,596
Asst Basketball	10%	3,995
Asst Baseball	9%	3,596
Asst Softball	9%	3,596
Asst Wrestling	9%	3,596
Asst Volleyball	9%	3,596
Asst Track	9%	3,596
Asst Cross Country	9%	3,596
Asst Golf	9%	3,596
Asst Soccer	9%	3,596
Associate Coaches	5.85%	2,337
Middle School Coaches		
Football	6%	2,397
Boys' Basketball	6%	2,397
Girls' Basketball	6%	2,397
Boys' Track	6%	2,397
Girls' Track	6%	2,397
Volleyball	6%	2,397
Boys' Wrestling	6%	2,397
Girls' Wrestling	6%	2,397
Cross Country	6%	2,397
Baseball	6%	2,397
Softball	6%	2,397
Assistant Middle School Coaches	4%	1,598
Associate Coaches	3%	1,199

**Schedule B
Extracurricular Duty Schedule
2024-25**

Base	39,950	
	Percent	Contract
<u>Other Sponsors</u>		
Band Director	14%	5,593
Vocal Music Director	14%	5,593
Middle School Vocal Music Director	3%	1,199
Speech	4.5%	1,798
Fall Cheerleader Sponsor	4%	1,598
Fall Middle School Cheer Sponsor	2%	799
Asst Football Cheer Sponsor	1%	400
Winter Cheerleader Sponsor	6%	2,397
Winter Middle School Cheer Sponsor	3%	1,199
Competition Cheer Team Coach	3%	1,199
Asst Competition Cheer Team Coach	1%	400
Head Dance Sponsor	4%	1,598
High School Dramatics (per production)	5%	1,998
Middle School Dramatics	5%	1,998
Middle School Band	5%	1,998
Club Sponsors	1.5%	599
Asst Dramatics (per production)	2.5%	999
Elementary Music Director	3%	1,199
High School Student Council	3%	1,199
Middle School Student Council	1.5%	599
High School Junior Class Sponsor	1%	400
Yearbook	1.5%	599
DECA Sponsor	7%	2,797
Fall Sports Game Manager	3%	1,199
Winter Sports Game Manager	5%	1,998
Summer Sports High School Game Manager	3%	1,199
Director of Strength & Conditioning Coach (School Year)	5%	1,998
Director of Strength & Conditioning Coach (Summer)	5%	1,998
Fall Weightroom Supervisor Coach	2%	799
Winter Weightroom Supervisor Coach	2%	799
Spring Weightroom Supervisor Coach	2%	799
Summer Weightroom Supervisor Coach	3%	1,199
Esports Coordinator	1%	400
Fall Esports Sponsor	5%	1,998
Winter Esports Sponsor	5%	1,998
Spring Esports Sponsor	5%	1,998
Head Lego League Sponsor	2.5%	999
Assistant Lego League Sponsor	1.5%	599

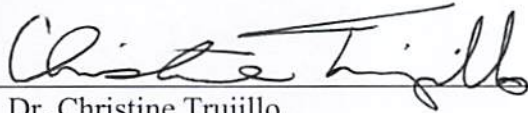
**Administration will approve the need for Club Sponsors

ARTICLE XIV

All provisions of the Agreement shall become effective on July 1, 2024 and shall continue in effect through June 30, 2025, 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.

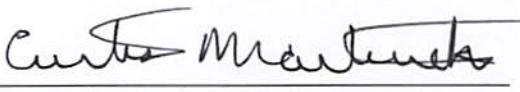
This agreement signed this 25 day of April 2024.

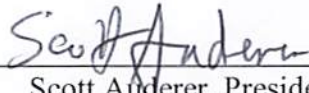
**GILBERT COMMUNITY
SCHOOL DISTRICT**

By 
Dr. Christine Trujillo
Chief Negotiator

By 
Josh Bennett, President
Board of Directors

GILBERT EDUCATION ASSOCIATION

By 
Curtis Martinek
Chief Negotiator

By 
Scott Auderer, President
Gilbert Education Association

Memorandum of Agreement (Teacher Salary Supplement)
Distribution of Teacher Salary Supplement Funds for 2024-25

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 \$50,000 will be withheld from the state funded TSS dollars at the beginning of the 2024-25 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 2024-25 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.

Date: 4-10-24

Gilbert Education Association Negotiator: Curtis Martinek
Curtis Martinek, GEA Chief Negotiator

Gilbert School District Negotiator: Christine Trujillo
Dr. Christine Trujillo, District Superintendent


MEMORANDUM OF AGREEMENT

The agreement is made and entered into by and between the Gilbert Community School District (hereinafter referred to as the DISTRICT) and the Gilbert Education Association (hereinafter referred to as the ASSOCIATION). This agreement is set forth in accordance with the following terms and conditions:

1. The DISTRICT and ASSOCIATION agree to revise the “Yearbook at 1.5%” position on the Schedule B Salary Schedule for 2024-2025 with “Yearbook at 5%”. Compensation for this Yearbook position will be at 5% of the BS Base Step 1 as per Schedule A for 2024-2025.
2. The DISTRICT and ASSOCIATION agree to revise the “Junior Class Sponsor at 1%” position on the Schedule B Salary Schedule for 2024-2025 with “Junior Class Sponsor at 2%”. Compensation for this Junior Class Sponsor position will be at 2% of the BS Base Step 1 as per Schedule A for 2024-2025.
3. The DISTRICT and ASSOCIATION agree to revise the “Sr. High Student Council at 3%” position on the Schedule B Salary Schedule for 2024-2025 with “Sr. High Student Council at 5%”. Compensation for this Sr. High Student Council position will be at 5% of the BS Base Step 1 as per Schedule A for 2024-2025.
4. Rationale: The DISTRICT and ASSOCIATION hope to more fairly compensate the sponsors of these programs for the time they spend outside of the contract day supporting the programs.
5. After the revisions in compensation to the positions named in this agreement are made to Schedule B for the 2025-2026, this agreement will no longer be necessary.

Dated this 24th day of April, 2024


Curtis Martinek, GEA Chief Negotiator


Dr. Christine Trujillo, Superintendent