

COLLECTIVE BARGAINING INITIAL PROPOSAL

from the Board of Directors of the
Charles City Community School District

to the

**Charles City Community Education Association (CCCEA)
(BU-0137)**

March 7, 2018

Opening Statement

The Board of Directors of the Charles City Community School District agrees with the leadership of the Charles City Community Education Association that this is a great place to work. Like the Association, the Board wants our District to remain competitive in wages and benefits so that we can continue to attract and retain high quality teachers, support staff, and administrators who are committed to our vision and mission. **Exhibit A** pulls together data from 20 school districts from Northeast Iowa, including our geographic neighbors, NEIC members, and similarly-sized districts.

One year ago the Board adopted a Strategic Plan with the central goal of becoming a destination school district. In order to accomplish that goal, we need to preserve programs that set us apart from other schools in our area, such as offering two world languages, Orchestra, Comet Café, Advanced Placement courses, Character & Leadership, Transitional Kindergarten, etc.

We also must continue to provide innovative experiences for students that maximize learning, such as Project 18, Culinary Science, Construction 4 the Numbers and other interdisciplinary courses.



This comes at a time when increases in Supplemental State Aid have not kept pace with inflation. The District was on a budget guarantee last year and we will be again in 2018-19 as a result of declines in student enrollment. Administration projects the need to cut an additional \$575,000 for FY19. Early retirement provided some help, but cannot eliminate the need for reductions in coaching, teaching, and support staff positions for 2018-19.

The changes in Chapter 20 last year will result in a Collective Bargaining Agreement in 2018-19 that looks different from the past. **Exhibit B** provides an idea of where Administration anticipates locating the topics that no longer will appear in the Collective Bargaining Agreement. The board's commitment to receiving input from staff about that transition has not changed. Staff will have opportunities to provide that input this spring as the Employee Handbook is revised and expanded prior to Board approval.

The Board's proposal today is a **starting point** under a new Chapter 20 landscape and the continuation of a long-standing collaborative effort with the Association to positively impact education in the Charles City Community School District. We look forward to fruitful discussions.

Collective Bargaining Agreement changes for 2018-19:

As of the effective date of the collective bargaining agreement which is the subject of these negotiations, all provisions of the existing Collective Bargaining Agreement identified below will be **deleted** from the agreement because they are **illegal** subjects of bargaining:

Article	Subject	Section	Description
2	Dues Deduction – Other	2.1	Dues Deduction
2	Dues Deduction – Other	Dues Form	Check Authorization & Assignment
8	Evaluation Procedures	Entire Article	
9	Voluntary Transfers	Entire Article	
10	Involuntary Transfers	Entire Article	
12	Staff Reduction	Entire Article	
13	Supplemental & Extra Duty	13.3	Severance Pay
13	Supplemental & Extra Duty	13.4	Death Benefit
13	Supplemental & Extra Duty	13.5	Travel Expense Within District
13	Supplemental & Extra Duty	13.6	Travel Expense Outside District
14	Insurance	Entire Article	
16	Leaves of Absence	16.11	Political Activity

The following **permissive** subjects of bargaining will be **removed** as of the effective date of the Collective Bargaining Agreement which is the subject of these negotiations. (See **Exhibit B**):

Article	Subject	Section	Topic
1	Definitions	1.1.9	Seniority
1	Definitions	1.1.10	Full-Time Employees
2	Dues Deduction – Other	2.2	Indemnification
2	Dues Deduction – Other	2.3	Other Payroll Deductions
6	Work Year	6.1.1	Number of Contract Days
6	Work Year	6.1.2	IPD Committee
6	Work Year	6.3	Non-Work Days
6	Work Year	6.4	Snow, Energy Crisis, and ...
6	Work Year	6.5	School Calendar
6	Work Year	Schedule G	School Calendar
7	Employee Hours	7.2.1	Choice on Start/End Time
7	Employee Hours	7.2.2	Admin Requirement to Change Hours
7	Employee Hours	7.2.4	Leaving on Shortened Days
7	Employee Hours	7.2.5	Arrival and Dismissal
7	Employee Hours	7.6	Break Time
7	Employee Hours	7.7	Preparation Time
11	Wages and Salaries	11.2	Placement on Salary Schedule
11	Wages and Salaries	11.3	Advancement on Salary Schedule
11	Wages and Salaries	11.5	Extended Contract Rate

11	Wages and Salaries	11.6	Career Increment
11	Wages and Salaries	11.7	Teacher Salary Supplement
11	Wages and Salaries	11.8	Giving Up Planning Period
13	Supplemental & Extra Duty	13.1.2	One Year at a Time
13	Supplemental & Extra Duty	13.2.1	Other Duty – Volunteers
13	Supplemental & Extra Duty	13.2.3	Other Duty – Passes
13	Supplemental & Extra Duty	13.2.4	Other Duty – Hours
13	Supplemental & Extra Duty	13.2.5	Other Duty – Reminders
13	Supplemental & Extra Duty	13.2.6	Other Duty – Scheduling
13	Supplemental & Extra Duty	13.2.7	Other Duty – Sponsors
15	Sick Leave	Entire Article	
16	Other Leaves	16.1	Prior Notice
16	Other Leaves	16.2	Personal Leave
16	Other Leaves	16.3	Jury Duty
16	Other Leaves	16.4	Association
16	Other Leaves	16.5	Professional
16	Other Leaves	16.6	Bereavement Leave
16	Other Leaves	16.7	Family Illness or Injury
16	Other Leaves	16.8	Temporary Parental Leave
16	Other Leaves	16.9	Extended Leave
16	Other Leaves	16.10	Association
16	Other Leaves	16.12	Family Illness
16	Other Leaves	16.13	Educational Improvement
16	Other Leaves	16.14	Military Reserve Duty
16	Other Leaves	16.15	Military Service
16	Other Leaves	16.16	Parental
16	Other Leaves	16.17	Good Cause
17	In-Service Education	Entire Article	

The board proposes to **RETAIN** the following items in the Collective Bargaining Agreement which are **permissive subjects of bargaining**.

Article	Subject	Section(s)	Description
1	Definitions	1.1.1	Employer or Board
1	Definitions	1.1.2	Association
1	Definitions	1.1.3	Employee
1	Definitions	1.1.4	District
1	Definitions	1.1.5	Superintendent
1	Definitions	1.1.6	Principal
1	Definitions	1.1.7	Word Context
1	Definitions	1.1.8	May/Shall
1	Definitions	1.2	Recognition and Bargaining Unit
3	Health	Entire Article	

4	Safety	Entire Article	
5	Grievance Procedure	Entire Article	
6	Work Year	6.1.3	Kindergarten Roundup
6	Work Year	6.1.4	1 st Day Conferences
6	Work Year	6.2	Extended Contract
6	Work Year	6.3	Non-Work Days
7	Hours	7.1	Length of Day
7	Hours	7.2.3	Days Preceding Holidays, etc.
7	Hours	7.3	Leaving the Building
7	Hours	7.4	Meetings
7	Hours	7.5	Lunch Period
11	Wages and Salaries	11.1	Salary
11	Wages and Salaries	11.4	Method of Payment
11	Wages and Salaries	Schedule D	Steps 2 & Higher – For Convenience of the Parties Only & Non-Negotiable
11	Wages and Salaries	Salary Schedule Index	Steps 2 & Higher – For Convenience of the Parties Only & Non-Negotiable
13	Supplemental & Extra Duty	Sched F, Page 1	Steps 2 & Higher – For Convenience of the Parties Only & Non-Negotiable
18	Duration and Miscellaneous	Entire Article	

These items are **mandatory subjects of bargaining** and will remain in the CBA:

Article	Subject	Section(s)	Description
11	Wages and Salaries	Schedule D	Base Pay
11	Wages and Salaries	Salary Schedule Index	Base Pay
13	Supplemental & Extra Duty	13.1.1	Regular Program Salary – Not TSS
13	Supplemental & Extra Duty	13.2.2	Rates for Other Extra Duty
13	Supplemental & Extra Duty	Sched. F, Page 1	Base Pay
13	Supplemental & Extra Duty	Sched. F, Page 2	Schedule of Extra Duty Assignments

New Numbering for Articles

- 1 Definitions
- 2 Wages
- 3 Hours
- 4 Work Year
- 5 Health & Safety
- 6 Employment Relations Committee
- 7 Grievance Procedure
- 8 Duration

The Board would reinstate the following to the CBA if the CCCEA agreed to the wording changes:

Article 6.3 NON-WORK DAYS

No employee shall be required to perform duties on Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day, and other non-work days shown on *the board-approved school calendar Schedule 'G'*.

Article 7.2 ARRIVAL AND DISMISSAL TIME

1. *The arrival time for elementary teachers will be 7:40 AM. The dismissal time will be 3:40 PM.*
2. *The arrival time for secondary teachers will be 7:30 AM. The dismissal time will be 3:30 PM.*

Article 7.6 ~~BREAK TIME~~ PREPARATION & COLLABORATION TIME

1. Elementary teachers shall, in addition to their 25 minute duty-free lunch ~~period~~, have 150 minutes during the student day per week ~~break time~~ *for preparation and collaboration time.* ~~during which~~ *They shall not be assigned to any other duties during this time.*
2. Middle school and high school teachers shall, in addition to their twenty-five (25) minute duty-free lunch ~~period~~, have one class period per student day for preparation ~~time~~ *and collaboration time.* ~~during which~~ *They shall not be assigned to any other duties during this time.*

Important changes to note for 2018-19:

1. The **insurance** plan for all employees will change from the 100% plan to the 95% plan.
2. A full-time employee means an employee who is regularly scheduled to work not less than **thirty (30)** hours per week.
3. The regular work year for employees shall not exceed 187 contract days except that first-year employees shall be required to attend **two (2)** additional orientation days preceding the first contract day.

Board Proposals for mandatory bargaining items:

Article 13.2.2 Other Extra Duty

2. Employees will be compensated ~~\$20.00~~ **\$25.00** per assignment for all extra duty on a regular workday and ~~\$25.00~~ **\$30.00** per event on non-regular workdays. For events that last longer than three (3) hours, the employee will be compensated at the rate of ~~\$7.00~~ **\$8.00** per hour for each additional hour or part of hour worked. Length of service at any given event will be determined by the principal or activities director.

Article 11.4.2 Method of Payment Exceptions (Delete)

~~An employee who is new in the teaching profession may, at such employee's option, elect to receive up to twenty five percent (25%) of the first salary installment after the completion of the first five days of employment. The balance of the first payment will be paid on the first regular payday. If a staff member resigns or is terminated prior to fulfilling 25% of the first salary installment the employee will be required to reimburse the District for any unearned advance.~~

Response to the items in the CCCEA initial proposal:

Labor Management Committee:

The board will consider an *Employment Relations Committee* as part of the board's strategic goals of Effective Communication and Culture, Climate, & Environment. The board is interested in receiving input from all employees through the Superintendent of Schools.

If established, the purpose of the committee would be "to collaboratively discuss employment matters not referred to in the Collective Bargaining Agreement." It would be a meet and confer process. No decisions will be made by the Employment Relations Committee.

If the Association and the Board agree to establish an Employment Relations Committee, the Board reserves the right to direct the Superintendent to continue receiving feedback from all employees through a variety of informal methods, such as the monthly talks (Have Your Say/Supt Chat) in the school buildings, calendar discussions, Employee Handbook discussions, etc.

Further, the Board proposes that the ERC be composed of four (4) teachers appointed by the CCCEA and four (4) members appointed by the District.

New ARTICLE 6 – EMPLOYMENT RELATIONS COMMITTEE

SECTION

6.1 DEFINITION

The Employment Relations Committee exists to provide a formal method for staff to give input to the Board regarding employment matters not referred to in the Collective Bargaining Agreement.

6.2 PURPOSE

The purpose of the Employment Relations Committee is to collaboratively discuss employment matters not referred to in the Collective Bargaining Agreement. It is a meet and confer process. No decisions will be made by the Employment Relations Committee.

6.3 COMPOSITION

The Employment Relations Committee shall consist of four (4) members appointed by the Board and four teachers appointed by the Association. The Board and Association each will identify a team member who will coordinate meeting requests with the other party.

6.4 MEETINGS

Meetings may be requested by the Board or the Association. Meeting times and location must be agreed to jointly by the Board and the Association.

Base Wages (Article 11, Section 11.1):

The board proposes a **\$415** increase in base wages **with no step advancement**. This is a 1.25% increase in base wages.

Duration:

The board proposes that the Collective Bargaining Agreement be in effect for a period of one (1) year, July 1, 2018 – June 30, 2019.

EXHIBIT A: COMPARATIVE SALARY & BENEFITS DATA FROM 2016-17

Teachers (2nd out of 21):

District	Enrollment	# of Full-time Positions*	Average Contract Days	Average Total Experience	Average Regular Salary	Ave. Total Salary	Ave. Retirement Benefits	Ave. Health Benefits	Ave. Other Benefits	Ave. Total Compensation
Mason City	3,737.9	266	191.1	14.8	\$2,768.1	\$ 64,106	\$ 14,214	\$ 7,472	\$ 72	\$ 85,865
Charles City	1,531.4	105	188.4	15.4	\$5,964.8	\$ 38,363	\$ 8,973	\$ 11,236	\$ 502	\$ 60,074
Osage	955.0	70	191.4	17.1	\$4,952.0	\$ 59,174	\$ 11,005	\$ 9,483	\$ 102	\$ 79,743
Vinton-Shellsburg	1,591.0	117	188.3	15.8	\$4,998.4	\$ 58,836	\$ 12,803	\$ 8,875	\$ 78	\$ 78,985
Howard-Winneshiek	1,197.5	76	192.0	18.0	\$5,520.9	\$ 58,453	\$ 9,457	\$ 10,400	\$ 47	\$ 78,357
Nashua-Plainfield	630.1	44	192.1	14.3	\$6,353.1	\$ 50,709	\$ 9,988	\$ 8,116	\$ 55	\$ 77,848
Cedar Falls	5,052.1	378	187.4	11.7	\$7,713.4	\$ 39,387	\$ 9,845	\$ 7,681	\$ 512	\$ 77,405
Iowa Falls	1,086.8	87	191.4	12.4	\$5,840.9	\$ 58,963	\$ 9,604	\$ 8,075	\$ 50	\$ 76,692
Oelwein	1,313.0	94	190.8	14.1	\$7,097.1	\$ 58,568	\$ 9,483	\$ 8,480	\$ 103	\$ 76,594
West Delaware County	1,505.1	100	195.4	18.3	\$6,430.2	\$ 58,298	\$ 9,642	\$ 7,380	\$ -	\$ 75,308
Allamakee	1,135.1	75	193.9	15.8	\$3,029.2	\$ 39,236	\$ 9,128	\$ 10,768	\$ 161	\$ 75,284
Waverly-Shell Rock	1,995.9	156	193.3	14.1	\$6,948.8	\$ 58,214	\$ 9,650	\$ 8,838	\$ 223	\$ 74,713
Independence	1,430.5	105	187.7	15.0	\$5,382.7	\$ 57,365	\$ 9,510	\$ 7,953	\$ 89	\$ 74,317
Sumner-Fredericksburg	832.5	58	189.8	13.7	\$3,544.0	\$ 56,002	\$ 9,312	\$ 7,901	\$ 108	\$ 73,322
Forest City	1,091.6	86	192.5	15.6	\$2,245.2	\$ 54,335	\$ 8,543	\$ 9,015	\$ -	\$ 72,893
Clear Lake	1,222.2	94	190.0	15.1	\$3,715.7	\$ 55,190	\$ 9,795	\$ 7,795	\$ -	\$ 72,780
Rudd-Rockford-Marble Rk	450.2	34	190.6	13.4	\$2,850.7	\$ 55,809	\$ 9,244	\$ 7,691	\$ 11	\$ 72,756
New Hampton	981.9	77	192.2	14.7	\$1,172.3	\$ 53,413	\$ 8,861	\$ 9,482	\$ 54	\$ 71,810
Decorah Community	1,387.2	116	192.5	14.9	\$3,103.5	\$ 55,754	\$ 9,234	\$ 8,751	\$ 59	\$ 71,799
Waterloo	10,935.7	778	192.0	10.5	\$2,872.7	\$ 32,877	\$ 8,814	\$ 7,883	\$ 242	\$ 70,815
North Butler	602.0	51	189.3	16.1	\$1,403.8	\$ 33,578	\$ 8,736	\$ 6,776	\$ -	\$ 69,091

Principals (11th out of 21):

District	Enrollment	Full-Time*	Average Contract Days	Average Total Experience	Total Salary	Retirement Benefits	Health Ins.	Other Benefits	Total Compensation
Cedar Falls	5,052.1	9	260	12.8	118,067	19,416	12,360	6,323	\$ 156,167
Forest City	1,091.6	3	240	21.3	104,613	17,345	29,113	416	\$ 151,487
Vinton-Shellsburg	1,591.0	4	261	19.8	101,821	22,938	23,948	166	\$ 148,873
Iowa Falls	1,086.8	4	230	18.8	103,973	17,380	25,243	934	\$ 147,530
Waverly-Shell Rock	1,995.9	4	216	27.0	117,600	19,429	7,048	481	\$ 144,536
Allamakee	1,135.1	2	229	26.5	105,008	17,411	17,916	1,263	\$ 141,597
Decorah Community	1,387.2	4	230	25.8	114,382	18,981	6,896	571	\$ 140,791
Waterloo	10,935.7	17	260	13.1	110,485	20,014	8,671	1,025	\$ 140,195
Clear Lake	1,222.2	3	217	7.0	109,201	18,002	7,195	-	\$ 134,398
Osage	955.0	2	225	24.0	100,567	16,636	14,798	102	\$ 132,102
Charles City	1,531.4	4	260	17.5	98,711	16,366	14,985	1,509	\$ 131,571
Howard-Winneshiek	1,197.5	2	240	21.0	91,301	15,042	23,855	93	\$ 130,080
West Delaware County	1,505.1	3	260	17.0	95,857	15,893	16,697	98	\$ 128,545
Sumner-Fredericksburg	832.5	2	240	35.5	94,302	15,635	17,559	163	\$ 127,658
Oelwein	1,313.0	3	247	16.7	94,491	15,666	16,513	-	\$ 126,670
North Butler	602.0	2	220	35.0	92,291	14,471	18,801	-	\$ 125,363
Mason City	3,737.9	7	260	18.9	97,732	16,204	7,483	528	\$ 121,926
New Hampton	981.9	3	227	17.0	95,193	15,783	7,297	76	\$ 118,349
Nashua-Plainfield	630.1	2	225	12.0	87,856	14,566	15,753	93	\$ 118,267
Independence	1,430.5	3	261	15.7	99,472	16,491	761	632	\$ 117,356
Rudd-Rockford-Marble Rk	450.2	-	-	-	-	-	-	-	\$ -

Superintendent (9th out of 21):

District	Enrollment	Total Salary	Retirement Benefits	Health Benefits	Other Benefits	Total Compensation
Waterloo	10,935.7	\$ 193,800	\$ 42,483	\$ 8,009	\$ 1,481	\$ 245,753
Cedar Falls	5,052.1	\$ 182,000	\$ 27,326	\$ 17,162	\$ 8,635	\$ 245,023
Iowa Falls	1,086.8	\$ 173,228	\$ 29,938	\$ 16,319	\$ 4,168	\$ 223,653
Vinton-Shellsburg	1,591.0	\$ 161,710	\$ 33,530	\$ 24,010	\$ 179	\$ 219,429
Decorah Community	1,387.2	\$ 177,142	\$ 29,370	\$ 7,010	\$ 1,557	\$ 215,079
Mason City	3,737.9	\$ 172,439	\$ 33,590	\$ 7,605	\$ 871	\$ 214,505
Forest City	1,091.6	\$ 162,729	\$ 44,980	\$ -	\$ 6,000	\$ 213,709
Waverly-Shell Rock	1,995.9	\$ 169,680	\$ 24,904	\$ 17,614	\$ 621	\$ 212,799
Charles City	1,531.4	\$ 155,225	\$ 31,478	\$ 14,985	\$ 1,759	\$ 203,445
Nashua-Plainfield	630.1	\$ 158,500	\$ 23,799	\$ 16,956	\$ 93	\$ 199,348
Independence	1,430.5	\$ 170,422	\$ 25,038	\$ 1,105	\$ 72	\$ 196,635
Howard-Winneshiek	1,197.5	\$ 159,338	\$ 26,322	\$ 10,651	\$ 93	\$ 196,404
Clear Lake	1,222.2	\$ 163,074	\$ 24,273	\$ 7,921	\$ -	\$ 195,268
New Hampton	981.9	\$ 151,055	\$ 25,045	\$ 17,901	\$ 92	\$ 194,093
Allamakee	1,135.1	\$ 147,640	\$ 24,478	\$ 19,416	\$ 2,094	\$ 193,628
Oelwein	1,313.0	\$ 140,555	\$ 23,304	\$ 20,416	\$ -	\$ 184,275
West Delaware County	1,505.1	\$ 145,230	\$ 24,079	\$ 8,531	\$ -	\$ 177,840
Sumner-Fredericksburg	832.5	\$ 134,500	\$ 22,300	\$ 17,559	\$ 214	\$ 174,573
Osage	955.0	\$ 130,725	\$ 21,674	\$ 21,110	\$ 102	\$ 173,611
North Butler	602.0	\$ 125,373	\$ 20,787	\$ 19,578	\$ -	\$ 165,738
Rudd-Rockford-Marble Rk	450.2	\$ 116,537	\$ 19,320	\$ 20,100	\$ -	\$ 155,957

EXHIBIT B

Article & Section	Description	Mandatory, Permissive, or Illegal	Collective Bargaining Agreement	Board Policy	Employee Handbook	Will Be Deleted	Note
1	Definitions						
1.1.1	Employer or Board	Permissive	X				
1.1.2	Association	Permissive	X				
1.1.3	Employee	Permissive	X				
1.1.4	District	Permissive	X				
1.1.5	Superintendent	Permissive	X				
1.1.6	Principal	Permissive	X				
1.1.7	Words - singular	Permissive	X				
1.1.8	Words - permissive	Permissive	X				
1.1.9	Seniority	Permissive				X	
1.1.10	Full Time Employee	Permissive		406.5			The definition of full-time will change to 30 hours per week
1.2.1	Bargaining unit	Permissive	X				
1.2.2	Unit Description	Permissive	X				
2.1.1	Dues Deduction	Illegal				X	Prohibited by law
2.1.2	Dues Deduction	Illegal				X	Prohibited by law
2.1.3	Dues Deduction	Illegal				X	Prohibited by law
2.1.4	Dues Deduction	Illegal				X	Prohibited by law
2.1.5	Dues Deduction	Illegal				X	Prohibited by law
2.1.6	Dues Deduction	Illegal				X	Prohibited by law
2.2	Idemnification	Permissive				X	
2.3.1	Other Payroll Deductions	Permissive		406.6			
2.3.2	Deposit authorization	Permissive				X	
2.3.3	Other deductions	Permissive				X	
	Dues authorization form	Illegal					Prohibited by law
3	Health						
3.1	Wellness Program	Permissive	X				
4	Safety						
4.1.1	Reporting threats	Permissive	X				
4.1.2	Use of reasonable force	Permissive	X				
4.2	Reasonable care	Permissive	X				
4.3.1	Safe work place	Permissive	X				
4.3.2	Report unsafe conditions	Permissive	X				
4.4	Bomb search	Permissive	X				
4.5	Emergency situations	Permissive	X				
4.6	First aid	Permissive	X				
5.1.1	Definition - Grievance	Permissive	X				
5.1.2	Definition - Aggrieved Person	Permissive	X				
5.1.3	Definition - Party in interest	Permissive	X				
5.2.a	Purpose of procedures	Permissive	X				
5.2.b	Grievance statement	Permissive	X				
5.3.1	Time Limits	Permissive	X				
5.3.2	Year-End Grievance	Permissive	X				
5.3.3	Identification	Permissive	X				
5.3.4.a	Filing of Grievance - timeline	Permissive	X				
5.3.4.b	Filing of Grievance - copies	Permissive	X				

EXHIBIT B

Article & Section	Description	Mandatory, Permissive, or Illegal	Collective Bargaining Agreement	Board Policy	Employee Handbook	Will Be Deleted	Note
5.4.1	Level One - Informal	Permissive	X				
5.4.2	Level Two - Formal	Permissive	X				
5.4.3	Level Three - Superintendent	Permissive	X				
5.4.4.a	Level Four - Arbitration	Permissive	X				
5.4.4.b	Level Four - Arbitration	Permissive	X				
5.4.4.c	Level Four - Arbitration	Permissive	X				
5.4.4.d	Level Four - Arbitration	Permissive	X				
5.4.4.e	Level Four - Arbitration	Permissive	X				
5.4.4.f	Level Four - Arbitration	Permissive	X				
5.4.4.g	Level Four - Arbitration	Permissive	X				
5.5.1.a	Right of Employee	Permissive	X				
5.5.1.b	Right of Employee	Permissive	X				
5.5.2	Guaranteed Rights	Permissive	X				
5.5.3	Group Grievance	Permissive	X				
5.5.4	Separate Grievance File	Permissive	X				
5.5.5	Meetings and Hearings	Permissive	X				
	Schedule A Grievance Form	Permissive	X				
6	Work Year						
6.1.1	Contract days	Permissive			X		First year employees will be required to attend 2 days preceding the first contract day instead of 1 day.
6.1.2	IPD recommendations	Permissive				X	IPD will be combined with existing TQ committee
6.1.3	Kdg roundup	Permissive	X				
6.1.4	First day conferences	Permissive	X				
6.2	Extended contract	Permissive	X				
6.3	Non-work days	Permissive	X				
6.4.1	Snow, etc.	Permissive			X		No longer necessary with Iowa Code changes.
6.4.2	Snow, etc.	Permissive			X		When we release early due to heat since CCHS is not fully air-conditioned, HS teachers could work in the HS library or CCMS.
6.5	School calendar	Permissive			X		
	Schedule G - School calendar	Permissive			X		
7	Employee Hours	Permissive					
7.1	Length of day	Permissive	X				
7.2.1	Arrival and dismissal	Permissive			X		The intent is to create one start/end time for all teachers at the elementary and secondary levels to enhance collaboration opportunities.
7.2.2	Arrival and dismissal	Permissive				X	
7.2.3	Arrival and dismissal	Permissive	X				
7.2.4	Arrival and dismissal	Permissive			X		Not necessary if we release early due to heat
7.2.5	Arrival and dismissal	Permissive				X	
7.3	Leaving the building	Permissive	X				
7.4	Meetings	Permissive	X				
7.5.1	Lunch period	Permissive	X				
7.5.2	Lunch period	Permissive	X				
7.5.3	Lunch period	Permissive	X				

EXHIBIT B

Article & Section	Description	Mandatory, Permissive, or Illegal	Collective Bargaining Agreement	Board Policy	Employee Handbook	Will Be Deleted	Note
7.6	Break time	Permissive			X		Will be rewritten to reflect collaboration time as well as planning time
7.7	Preparation time	Permissive			X		Will be rewritten to reflect collaboration time as well as planning time
8 (all)	Employee Evaluations	Illegal		405.8 & 405.9			
9 (all)	Voluntary Transfers	Illegal		405.6 & 405.7			
10 (all)	Involuntary Transfers	Illegal		405.6 & 405.7			
11	Wages and Salaries						
11.1	Salary	Mandatory	X				
11.2.1.a	Step Placement	Permissive		406.1			Board determines compensation
11.2.2.a	Credit for Outside Experience	Permissive		406.2			Board determines compensation
11.2.2.b	Credit for Outside Experience	Permissive		406.2			Board determines compensation
11.2.3	Returning to the District	Permissive		406.1			Board determines compensation
11.3.1	Advancement increments	Permissive		406.2			
11.3.2.a	Educational lanes	Permissive		406.3			
11.3.2.b	Educational lanes	Permissive		406.3			
11.3.2.c	Educational lanes	Permissive		406.3			
11.3.2.d	Educational lanes	Permissive		406.3			
11.3.3	Salary adjustment	Permissive		406.3			
11.4.1	Method of payment - pay periods	Mandatory	X				
11.4.2	Method of payment - exceptions	Mandatory	X				
11.4.3	Method of payment - termination	Mandatory	X				
11.5	Extended contract rate	Permissive			X		
11.6	Career increment	Permissive			X		
11.7	TSS	Permissive			X		
11.8	Giving up planning period	Permissive			X		
	Schedule D - Salary Schedule - Base Pay Line	Mandatory	X				
	Schedule D - Salary Schedule - Step 2 & Higher	Permissive			X		
	Schedule D - Salary Index - Base Line	Mandatory	X				
	Schedule D - Salary Index - Step 2 & Higher	Permissive			X		
12 (all)	Staff Reduction	Illegal		407.5			
13 (all)	Supplemental and Extra Duty Pay			406.4			
13.1.1	Extra Duty - Base wage & steps	Mandatory	X				
13.1.2	Extra Duty - one year at a time	Permissive				X	
13.2.1	Extra Duty - Volunteers	Permissive		406.4			
13.2.2	Extra Duty pay - hourly assignment	Mandatory	X				
13.2.3	Extra Duty pay - athletic pass	Permissive			X		

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13.2.4	Extra Duty pay	Permissive			X		
13.2.5	Extra Duty - reminder	Permissive		406.4			
13.2.6	Extra Duty - posting	Permissive		406.4			
13.2.7	Extra Duty - class/graduation	Permissive		406.4			
13.3.1	Severence Pay - under 10 yrs	Illegal				X	
13.3.2	Severence Pay - under 10 yrs	Illegal				X	
13.3.3	Severence Pay - under 10 yrs	Illegal				X	
13.4	Severence Pay - death benefit	Illegal				X	
13.5	Travel exp within District	Illegal			X		
13.6 (all)	Travel expense outside District	Illegal		401.7			
Schedule F	Schedule F - Salary Schedule - Base Pay Line - page 1	Mandatory	X				Step 1 will be in the CBA. The method of compensating beyond that will be in the Employee Handbook
	Schedule F - Salary Schedule - Step 2 & Higher - page 1	Permissive			X		
Schedule F	Schedule F - page 2	Mandatory	X				
14 (all)	Insurance	Illegal		406.5			We will switch to the 95% plan
15	Sick Leave	Permissive					
15.1.1.a	Full or half-day increments	Permissive		409.2			
15.1.1.b	Full or half-day increments	Permissive		409.2			
15.1.1.c	Full or half-day increments	Permissive		409.2			
15.1.1.d	Full or half-day increments	Permissive		409.2			
15.1.2	15 days - up to 135 days	Permissive		409.2			
15.1.3	Doctors statement	Permissive		409.2			
15.1.4	forfeited on termination	Permissive		409.2			
15.1.5	Laid off - no accrual	Permissive		409.2			
15.1.6	Present employees	Permissive		409.2			
15.1.7	Workers compensation	Permissive		409.2			
15.1.8	Beyond accrual	Permissive		409.2			
15.1.9	Catastrophic situation	Permissive		409.2			
15.2	Medically related disability	Permissive		403.2 & 409.2			
16	Other Leaves of Absence						
16.1.1	Prior Notice	Permissive			X		
16.1.2	Prior Notice	Permissive			X		
16.1.3	Prior Notice	Permissive			X		
16.2.1	Personal Leave	Permissive		409.1			
16.2.2	Personal Leave	Permissive		409.1			
16.2.3	Personal Leave	Permissive		409.1			
16.2.4	Personal Leave	Permissive		409.1			
16.2.5	Personal Leave	Permissive		409.1			
16.2.6	Personal Leave	Permissive		409.1			
16.2.7	Personal Leave	Permissive		409.1			
16.3	Jury Duty	Permissive		409.6			
16.4.1	Association Leave	Permissive				X	
16.4.2	Association Leave	Permissive				X	

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16.4.3	Association Leave	Permissive				X	
16.5.1	Professional Leave	Permissive		408.1			
16.5.2	Professional Leave	Permissive		408.1			
16.6.1	Bereavement Leave	Permissive		409.4			
16.6.2	Bereavement Leave	Permissive		409.4			
16.6.3	Bereavement Leave	Permissive		409.4			
16.7.1	Family Illness or Injury	Permissive		409.1			
16.7.2	Family Illness or Injury	Permissive		409.1			
16.7.3	Family Illness or Injury	Permissive		409.1			
16.7.4	Family Illness or Injury	Permissive		409.1			
16.8.1	Parental Leave	Permissive		409.1			
16.8.2	Parental Leave	Permissive		409.1			
16.9.1.a	Extended Leaves of Absence	Permissive		409.3			
16.9.1.b	Extended Leaves of Absence	Permissive		409.3			
16.9.1.c	Extended Leaves of Absence	Permissive		409.3			
16.9.2	Extended Leaves of Absence	Permissive		409.3			
16.10	Association Leave	Permissive				X	
16.11	Political Activity	Illegal		409.5			
16.12	Family Illness or Injury	Permissive		409.3			
16.13.1	Educational Improvement	Permissive		409.8			
16.13.2	Educational Improvement	Permissive		409.8			
16.14	Military Reserve Duty	Permissive		409.7			
16.15	Military Service	Permissive		409.7			
16.16	Parental Leave	Permissive		409.8			
16.17	Good Cause	Permissive		409.8			
17 (all)	In-Service Education	Permissive				X	IPD Committee will be combined with existing TQ Committee
18.1	Separability	Permissive	X				
18.2.1	Duration	Permissive	X				
18.2.2	Duration	Permissive	X				
18.2.3	Duration	Permissive	X				
18.3	Signature Clause	Permissive	X				