

MASTER CONTRACT

Between the

NORTH SCOTT COMMUNITY SCHOOL DISTRICT

and the

NORTH SCOTT EDUCATION ASSOCIATION

for the

2022-2027 School Years

Eldridge, Iowa

INDEX

Article I	Recognition	1
Article II	Rights	1
Article III	Wages and Salaries	2
Schedule A	Single Salary Schedule 2022-23	3
Article IV	Compliance Clauses and Duration	4

ARTICLE I
RECOGNITION

A. Unit

The Board of Education of the North Scott School District (hereafter referred to as "Board) hereby recognizes the North Scott Education Association (hereafter referred to as "Association") as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

ARTICLE II
RIGHTS

A. Association Rights

1. Use of Facilities

The Association, through its officers, shall have the right, through arrangement with the appropriate building principal or principal's designee, to the use of the employer's buildings and equipment for purposes of association meetings and to facilitate Association communications to employees. Such buildings and equipment shall not be used in a manner which will interrupt the educational process. The Association shall pay the normal charges, if any, for all materials and supplies incidental to such use.

2. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounges and workrooms but not in areas open to the public or students. The Association may use the district mail service and employee mailboxes for communications to employees.

3. Access to Members

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

4. Board Agenda

The Board agenda shall be e-mailed to the Association president before each board meeting and made available via the District website, www.north-scott.k12.ia.us.

B. Employee Rights

1. Any employee shall have the right, upon request, to have an Association representative present at any disciplinary interview.
2. Employees needing access to their work areas during non-school hours will continue to make arrangements with the building supervisor during school hours to facilitate this access.

ARTICLE III
WAGES AND SALARIES

A. Schedule

1. The salary of each employee, is determined by the newly developed Interest Based Problem Solving combined salary schedule beginning with the 2020-21 master contract. The combined salary schedule consists of the base schedule, the teacher salary supplement equal schedule (TSS=), and the teacher salary supplement indexed schedule (TSSI).

Schedule A
North Scott Community School District
COMBINED SALARY SCHEDULE
2022-23

Step	1 BA	2 BA + 15	3 BA + 30	4 MA	5 MA + 15	6 MA + 30	7 Nurse 2 Yr Degree	8 RN 4 Yr Degree
1 Total	43,141	44,710	46,279	48,633	50,986	53,340	31,730	41,964
2 Total	43,686	45,364	47,042	49,504	51,967	54,429	32,080	42,509
3 Total	44,231	46,017	47,805	50,376	52,948	55,519	32,430	43,054
4 Total	44,776	46,671	48,567	51,248	53,928	56,608	32,780	43,599
5 Total	45,320	47,325	49,330	52,119	54,909	57,698	33,130	44,144
6 Total	45,865	47,979	50,093	52,991	55,889	58,788	33,480	44,688
7 Total	46,410	48,633	50,856	53,863	56,870	59,878	33,830	45,233
8 Total	46,955	49,287	51,618	54,735	57,851	60,967	34,180	45,778
9 Total	47,499	49,940	52,381	55,606	58,831	62,057	34,530	46,323
10 Total	48,044	50,594	53,144	56,478	59,812	63,146	34,880	46,867
11 Total	48,589	51,248	53,906	57,349	60,793	64,236	35,230	47,412
12 Total	49,134	51,901	54,669	58,221	61,773	65,326	35,580	47,957
13 Total	49,679	52,555	55,432	59,093	62,754	66,415	35,930	48,502
14 Total	50,224	53,209	56,195	59,965	63,735	67,505	36,280	49,047
15 Total	50,768	53,863	56,957	60,836	64,715	68,594	36,630	49,591
16 Total	51,313	54,517	57,720	61,708	65,696	69,684	36,980	50,136
17 Total	51,858	55,170	58,483	62,580	66,677	70,773	37,330	50,681
18 Total	52,403	55,824	59,246	63,451	67,657	71,863	37,680	51,226
19 Total	52,948	56,478	60,008	64,323	68,638	72,953	38,030	51,771
20 Total	53,492	57,132	60,771	65,195	69,619	74,042	38,380	52,316
21 Total	54,037	57,785	61,534	66,066	70,599	75,132	38,730	52,860
22 Total	54,582	58,439	62,296	66,938	71,580	76,221	39,080	53,405
23 Total	55,127	59,093	63,059	67,810	72,561	77,311	39,430	53,950
24 Total	55,671	59,747	63,822	68,681	73,541	78,401	39,780	54,495
25 Total	56,216	60,400	64,585	69,553	74,522	79,491	40,130	55,039
26 Total	56,761	61,054	65,347	70,425	75,502	80,580	40,480	55,584
27 Total	57,306	61,708	66,110	71,297	76,483	81,670	40,830	56,129
28 Total	57,851	62,362	66,873	72,168	77,464	82,759	41,180	56,674
29 Total	58,396	63,016	67,635	73,040	78,444	83,849	41,530	57,219
30 Total	58,940	63,669	68,398	73,911	79,425	84,939	41,880	57,764

ARTICLE IV
COMPLIANCE CLAUSES AND DURATION

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

Any individual contract between the Board and the individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of the agreement. If an individual contract contains any language inconsistent with the agreement, this agreement during its duration shall be controlling.

B. **Separability**

If any provision of this agreement or any application of this agreement to any employee or group of employees is held contrary to law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law and the Board and Association shall enter into immediate negotiations to comply with the law. All other provisions or applications shall continue in full force and effect.

C. **Dissemination Agreement**

Copies of this agreement will be made available online at www.north-scott.k12.ia.us (Employee Zone). A printed copy will be provided members who request one.

D. **Notices**

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so through district email or at such other address as may be designated by a party in written notification to the other party:

E. **Duration Period**

This agreement shall be in force and effect from July 1, 2022, until June 30, 2027.

F. **Signature Clause**

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon.

**NORTH SCOTT
EDUCATION ASSOCIATION**

**NORTH SCOTT
COMMUNITY SCHOOL DISTRICT**

BY _____ BY _____
President President

BY _____ BY _____
NSEA Representative Superintendent

The parties agree to reopen for salary and any other items mutually agreed upon for the remaining years of this agreement.