

# **MASTER CONTRACT**

Between the

NORTH SCOTT COMMUNITY SCHOOL DISTRICT

and the

**NORTH SCOTT EDUCATION ASSOCIATION**

for the

**2022-2027** School Years

Eldridge, Iowa

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## **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](http://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 salary schedules.

**CERTIFIED STAFF**  
**North Scott Community School District**  
**SALARY SCHEDULE**  
**2025-26**

Step	1 BA	2 BA + 15	3 BA + 30	4 MA	5 MA + 15	6 MA + 30
1	50,000	51,250	52,500	53,750	55,000	56,250
2	51,000	52,300	53,600	54,900	56,200	57,500
3	52,000	53,350	54,700	56,050	57,400	58,750
4	53,000	54,400	55,800	57,200	58,600	60,000
5	54,000	55,450	56,900	58,350	59,800	61,250
6	55,000	56,500	58,000	59,500	61,000	62,500
7	56,000	57,550	59,100	60,650	62,200	63,750
8	57,000	58,600	60,200	61,800	63,400	65,000
9	58,000	59,650	61,300	62,950	64,600	66,250
10	59,000	60,700	62,400	64,100	65,800	67,500
11	60,000	61,750	63,500	65,250	67,000	68,750
12	61,000	62,800	64,600	66,400	68,200	70,000
13	62,000	63,850	65,700	67,550	69,400	71,250
14	62,000	64,900	66,800	68,700	70,600	72,500
15	62,000	65,950	67,900	69,850	71,800	73,750
16	62,000	67,000	69,000	71,000	73,000	75,000
17	62,000	67,000	70,100	72,150	74,200	76,250
18	62,000	67,000	71,200	73,300	75,400	77,500
19	62,000	67,000	72,300	74,450	76,600	78,750
20	62,000	67,000	72,300	75,600	77,800	80,000
21	62,000	67,000	72,300	76,750	79,000	81,250
22	62,000	67,000	72,300	77,900	80,200	82,500
23	62,000	67,000	72,300	77,900	81,400	83,750
24	62,000	67,000	72,300	77,900	82,600	85,000
25	62,000	67,000	72,300	77,900	83,800	86,250
26	62,000	67,000	72,300	77,900	83,800	87,500

NURSES  
North Scott Community School District  
SALARY SCHEDULE  
2025-26

Step	1 Nurse 2 Yr Degree	2 RN 4 Yr Degree
1	32,830	42,923
2	33,180	43,467
3	33,530	44,011
4	33,880	44,555
5	34,230	45,099
6	34,580	45,643
7	34,930	46,187
8	35,280	46,731
9	35,630	47,275
10	35,980	47,819
11	36,330	48,363
12	36,680	48,907
13	37,030	49,451
14	37,380	49,995
15	37,730	50,539
16	38,080	51,083
17	38,430	51,627
18	38,780	52,171
19	39,130	52,715
20	39,480	53,259
21	39,830	53,803
22	40,180	54,347
23	40,530	54,891
24	40,880	55,435
25	41,230	55,979
26	41,580	56,523
27	41,930	57,067
28	42,280	57,611
29	42,630	58,155
30	42,980	58,699

**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](http://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

*Joe Stutting*

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