

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.

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
2026-27

Step	1 BA	2 BA + 15	3 BA + 30	4 MA	5 MA + 15	6 MA + 30
1	50,000	51,250	52,500	54,050	55,400	56,750
2	51,000	52,300	53,600	55,200	56,600	58,000
3	52,000	53,350	54,700	56,350	57,800	59,250
4	53,000	54,400	55,800	57,500	59,000	60,500
5	54,000	55,450	56,900	58,650	60,200	61,750
6	55,000	56,500	58,000	59,800	61,400	63,000
7	56,000	57,550	59,100	60,950	62,600	64,250
8	57,000	58,600	60,200	62,100	63,800	65,500
9	58,000	59,650	61,300	63,250	65,000	66,750
10	59,000	60,700	62,400	64,400	66,200	68,000
11	60,000	61,750	63,500	65,550	67,400	69,250
12	61,000	62,800	64,600	66,700	68,600	70,500
13	62,000	63,850	65,700	67,850	69,800	71,750
14	62,000	64,900	66,800	69,000	71,000	73,000
15	62,000	65,950	67,900	70,150	72,200	74,250
16	62,000	67,000	69,000	71,300	73,400	75,500
17	62,000	67,000	70,100	72,450	74,600	76,750
18	62,000	67,000	71,200	73,600	75,800	78,000
19	62,000	67,000	72,300	74,750	77,000	79,250
20	62,000	67,000	72,300	75,900	78,200	80,500
21	62,000	67,000	72,300	77,050	79,400	81,750
22	62,000	67,000	72,300	78,200	80,600	83,000
23	62,000	67,000	72,300	78,200	81,800	84,250
24	62,000	67,000	72,300	78,200	83,000	85,500
25	62,000	67,000	72,300	78,200	84,200	86,750
26	62,000	67,000	72,300	78,200	84,200	88,000

NURSES
North Scott Community School District
SALARY SCHEDULE
2026-27

Step	1 Nurse 2 Yr Degree	2 RN 4 Yr Degree
1	33,545	43,638
2	33,895	44,182
3	34,245	44,726
4	34,595	45,270
5	34,945	45,814
6	35,295	46,358
7	35,645	46,902
8	35,995	47,446
9	36,345	47,990
10	36,695	48,534
11	37,045	49,078
12	37,395	49,622
13	37,745	50,166
14	38,095	50,710
15	38,445	51,254
16	38,795	51,798
17	39,145	52,342
18	39,495	52,886
19	39,845	53,430
20	40,195	53,974
21	40,545	54,518
22	40,895	55,062
23	41,245	55,606
24	41,595	56,150
25	41,945	56,694
26	42,295	57,238
27	42,645	57,782
28	42,995	58,326
29	43,345	58,870
30	43,695	59,414

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

Joe Stutting

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