

MASTER CONTRACT

Between the

**DAVENPORT COMMUNITY
SCHOOL DISTRICT**

and the

**DAVENPORT EDUCATION
ASSOCIATION**

2025 — 2028

**DAVENPORT COMMUNITY
SCHOOL DISTRICT**

Davenport, Iowa

It is the policy of the Davenport Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs and its employment practices.

If you have questions or a grievance related to this policy please contact the District's Title IX Coordinator:
Jabari Woods, Associate Director of HR, 1702 Main Street, Davenport, IA 52803; Telephone (563) 336-7496; Fax (563) 445-5950; Email: woods@j@davenportschools.org.

Director of the Office for Civil Rights U.S. Department of Education, Citigroup Center, 500 W Madison Street, Suite 1475, Chicago, IL 60661-7204; Telephone (312) 730-1560; Fax (312) 730-1576; Email: OCR.Chicago@ed.gov.

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CONTRACT SETTING

PREAMBLE

The Board of Directors of the Davenport Community School District, No. 82-1611 in the Counties of Scott and Muscatine, State of Iowa, hereinafter referred to as the “Board” and the Davenport Education Association, Inc., hereinafter referred to as the “Association”, agree as follows:

ARTICLE I

RECOGNITION

- 1.1 **RECOGNITION STATEMENT** — The Board hereby recognizes the Association as the certified bargaining representative for all personnel set forth in the P.E.R.B. certification instrument (Case #3118) issued by the P.E.R.B. on the 22nd day of December, 1986 and recertified on the 29th day of October, 2019.
- 1.2 **DEFINITION STATEMENT** — The term “Employee” as used in this agreement, shall mean all employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board. The term “Former Employee” as used in this agreement, shall mean all previously employed persons who have been terminated for reasons of staff reduction and who retain recall rights. The term “Full-time Employee” shall mean those employees who are assigned to positions requiring a full workday for the entire contract year. The term “Part-time Employee” shall refer to all employees who are not full-time employees.
- 1.3 The District, Association, and individual employees shall communicate all notices in writing in all instances wherein one party is to give notice to one or more of the other parties.

TIME AND REMUNERATION

ARTICLE II

SENIORITY

- 2.1 **DEFINITION** — District-wide seniority shall be computed from the date the employee signed the individual contract. If two (2) or more employees have the same seniority date, the relative order of seniority among them for purposes of this Agreement shall be determined by drawing of lots. New employees hired into the bargaining unit, following the completion of six (6) months of such employment within the District, shall be granted seniority accrued for/and during all previous years of classroom teacher employment in the District.

Employees hired only to perform supplemental duties shall accrue no seniority.

- 2.2 **ACCRUAL OF SENIORITY**- Seniority shall be retained and accrued during all leaves of

absence, except as specifically limited in Article VII.

Seniority will also be retained and accrued during all layoffs as long as the former employee has recall rights.

2.3 LOSS OF SENIORITY — Employees and former employees shall lose seniority rights:

2.31 If the employee resigns.

2.32 If the employee is terminated.

2.33 If, upon recall in writing at his/her last known address, a former employee fails to accept in writing a contract assignment within two (2) workdays after being notified.

2.34 If, upon recall in writing at his/her last known address, a former employee fails to report within two (2) workdays after being notified to do so, unless prevented by illness or other reason(s) satisfactory to the Board.

2.35 If the former employee is on layoff for more than two (2) consecutive years.

2.4 Employees with emergency and/or conditional licenses shall be deemed junior in seniority to an employee with the same seniority date.

2.5 By November 1 of each year, two (2) system-wide lists of employees will be provided to a designated Association representative in each building indicating each employee's seniority date, certification approvals and endorsements. A copy of the electronic database will also be provided to the Association.

ARTICLE III EMPLOYEE CONTRACT YEAR

3.1 REGULAR CONTRACT — The regular in-school contract for employees shall include days when pupils are in attendance, in-service days and teacher workdays, and shall not exceed one hundred eighty-five (185) days. Except as modified by Section 3.5, Inclement Weather Days, non-contract days shall consist of the following:

- Labor Day
- Veteran's Day
- Thanksgiving Break
- Winter Break
- Martin Luther King Day
- President's Day
- Spring Break
- Memorial Day

Memorial Day

3.2 EXTENDED CONTRACT - Any employee receiving an extended contract shall be compensated at a per diem rate computed by dividing the employee's salary by one

hundred eighty-five (185) days.

- 3.3 **FIRST CONTRACT** - The contract for a new employee shall include the one hundred eighty-five (185) days as provided in Section 3.1 plus the following: new teachers without experience – five (5) additional days in year one and three (3) additional days in year two; teachers new to the District with prior teaching experience – three (3) additional days year one. Teachers will be paid \$200 per day for attending these additional days. This payment shall come from Teacher Leadership and Compensation money. If the Teacher Leadership and Compensation money is eliminated, then there will be two (2) additional unpaid days for new teachers. New employees (teachers new to the district who are experienced teachers or who are new to the profession) and teachers who are in the second year of the two-year mentoring program will be required to attend one meeting per quarter with the Director of Staff Development. Employees who have previously taught in the District within the last three years and have satisfied their initial licensure requirements shall be exempt from attending the quarterly meetings.
- 3.4 **NONATTENDANCE** - Employee attendance shall not be required when student attendance is not required due to inclement weather or any other district-wide emergency closing.
- 3.5 **INCLEMENT WEATHER DAYS** - In the event school is closed for reasons of inclement weather, days of make-up will be conducted by either extending the school day by adding minutes or adding the days to extend the school year.
- 3.6 **SUMMER SCHOOL ATTENDANCE** - In the event the contract year is extended pursuant to Section 3.5, Inclement Weather Days, employees shall be granted absence from duty in order to attend summer school if the college begins or ends its summer session on dates which conflict with the regular contract year of the employee. Such absence from duty shall be charged to the employee's emergency leave. In all such cases, employees shall complete all duties and responsibilities associated with end-of-year contract work.
- 3.7 For employees working under multiple contracts, two half days on separate calendar days will not constitute one workday.
- 3.8 All references to one hundred eighty-five (185) days in this Agreement shall be subject to reopener in the even the District's Board of Directors determines additional days are necessary in light of the COVID-19 public health crisis.

ARTICLE IV SALARIES

- 4.1 **SCHEDULE** - The salary of all employees covered by this Agreement shall be determined on the salary schedules as set out in Exhibit "A" and "A-1" and shall be paid in twelve (12) equal installments.

The pay day for certified employees shall be the first (1st) of each month unless the 1st falls on a designated bank holiday or weekend in which case paychecks shall be distributed after, but as close to, the 1st as possible.

- 4.11 To qualify for advancement from one horizontal salary classification to another on the basis of training, all graduate level coursework must be completed on or before August 31st of the year in which the advancement movement is to occur. All courses must be submitted through the electronic coursework pre-approval system in Employee Online within 30 calendar days of the commencement of the course. A decision will be made to the extent possible within 14 workdays of receipt by the Director of Human Resources and/or his/her designee.

Any coursework that is mandated by the District to be taken by a group of employees who teach in a particular grade level or content area will be accepted for advancement on the salary schedule.

Any coursework taken as a result of a building initiative must still be pre-approved within 30 calendar days after the start of the course in order to qualify for advancement on the salary schedule.

Coursework that must be taken by any employee who is hired on a conditional or executive decision license will not be subject to coursework pre-approval. However, all coursework that is above and beyond that required to satisfy the conditional or executive decision license will be subject to the same guidelines.

An employee seeking to advance lanes on the schedule for the following school year must submit their intent to do so in writing to the Director of Human Resources and/or his/her designee no later than 4:30 p.m. on February 15th. The Director of Human Resources and/or his/her designee will review all advancement requests submitted and make a determination with regard to approval by March 15th. Employees will be notified via email whether their request for intent for horizontal advancement has been approved or denied. If a request for horizontal advancement is denied, the employee will be provided an explanation.

A completed "Request for Advancement on Teacher Salary Schedule" form and certified transcript of credits earned or official college/university grade reports shall be presented to the Director of Human Resources by 4:30 p.m. on August 31st. Approved advancement increases will be submitted to the Board for final approval and increases which are approved by the Board shall be included no later than the October 1st paycheck.

Any teacher with graduate coursework that was completed in paper form between 2012 and 2018 and does not have the original documented coursework pre-approval form(s), may request an exception to the coursework pre-approval process by the Director of Human Resources.

An addendum to an employee's individual contract will be issued for the employee to sign, date, and return to Human Resources indicating the movement on the salary schedule.

Any graduate coursework that has not been approved by the Director of Human Resources and/or his/her designee outside the parameters of this article will not apply toward eligibility for advancement credit until the staff member taking the coursework completes a graduate program with a degree and/or certificate in hand.

- 4.12 Official transcript or official college/university grade report, or letter from the college registrar carrying the name of the course, number of semester hours of credit, the date of completion of the course and bearing the signature of the registrar shall be accepted as evidence. The “Request for Advancement on Teacher Salary Schedule” form must be properly completed – incomplete forms will not be accepted.
- 4.13 Employees who are new to the District and have signed and returned their contract by September 1, shall receive their pay in 13 equal installments; the first will be by September 17. The remainder will be paid according to the pay dates outlined in Article 4.1.
- 4.14 Extended contracts, when mutually agreed upon by the employee and employer, shall be at a per diem rate computed by dividing the employee’s base salary (excluding supplemental assignments) by 185.
- 4.15 ROTC positions will be paid in accordance with applicable federal law and regulations.
- 4.16 Educational Excellence and Teacher Compensation Funds – Any moneys actually appropriated and paid to the District in accordance with Iowa Code Chapter 294A (Educational Excellence Program) or Iowa Code Section 284.13(1)(h) (Teacher Compensation) shall be distributed as agreed upon by the parties and shall be added to the salary schedule (Exhibit A). If the moneys appropriated and paid to the District in accordance with Iowa Code Chapter 294A (Educational Excellence Program) or Iowa Code Section 284.13(1)(h) (Teacher Compensation) are reduced or eliminated, then the salary schedule (Exhibit A) will be adjusted to reflect the reduction or elimination of the funds.

Total payments to all employees will take into consideration Medicare, Social Security, and IPERS expense so that the total cost to the School District is not greater than funding received.

All carryover TSS money from the previous year will be paid out to employees with the paycheck closest to May 1st provided the total amount is more than \$100 per eligible certified employee.

- 4.17 All employees will receive their pay by direct electronic deposit.
- 4.18 Teachers hired with CTE Authorization shall be placed on the Teacher Salary Schedule set out in Exhibit A.
- 4.19 Newly hired teachers will start on Step 3 of the Teacher Salary Schedule set out in Exhibit A.
- 4.20 Teachers that are on Step 1 or Step 2 for the 2022-2023 school year will move to Step 3 of the Teacher Salary Schedule set out in Exhibit A.
- 4.2 INCREMENTS - Employees on the appropriate salary schedule shall be granted a maximum of one increment or vertical step on the schedule for each year of satisfactory service until the maximum for their educational classification is reached. A year of service consists of employment in the Davenport Community School District for one-half or more of a contract year in one school year. A partial year shall be granted only once.

- 4.21 Vertical Movement - Employees will be permitted only one vertical step of advancement on the appropriate salary schedule each year.
- 4.22 Longevity Pay - Longevity increments equal to 5% of the base salary for teachers shall be provided as set forth in Exhibit "C"; or when teachers reach step 17-22 of the MA, MA+15, MA+30, or MA+60/PHD/Spec. lane and are beginning their 23rd year of experience with the District. Persons advancing from the B.A. or B.A. + 15 lanes to the M.A. lane who are currently receiving a longevity increment or who are on steps 12-22 shall be placed on Step 13 of the M.A. lane. Further, that any such person so placed on Step 13 of the M.A. lane from a longevity increment shall advance to Step 23 of his/her respective lane the year immediately following attainment of Step 16.
- 4.3 CREDIT FOR EXPERIENCE - Upon initial employment or re-employment and submission of satisfactory evidence, up to twenty (20) years of credit shall be given for previous contract teaching or nursing experience in an accredited private or public school, K through 12, as determined by the State Department of Public Instruction, which may include credit not to exceed two (2) years active duty military service, as defined by the United States Department of Defense, service in the Peace Corps, VISTA and the National Teacher Corps. In addition to the years of credit specified above, an additional two (2) years of appropriate business or industrial training or experience related to an instructional discipline may be recognized by the District for initial placement on the salary schedule.
- 4.4 CREDIT FOR TRAINING - The Superintendent, or his/her designee, shall grant credit for horizontal advancement in accordance with the following administrative rules and procedures. The Superintendent's decision in this regard will not be binding on the District unless it is in writing.
- 4.4.1 Bachelor's Degree shall be interpreted as having had the Bachelor's Degree in teaching/education conferred.
- 4.4.2 Advanced placement on the salary schedule beyond the Bachelor's Degree shall be on the basis of graduate credit directly related to the employee's teaching field and/or the major or minor area of preparation, or graduate credit for hours leading to an advanced degree in teaching/education. Graduate credit received from an educational institution having an advanced degree program in education or other field directly related to the employee's field of employment shall be recognized for placement on the salary schedule.
- 4.4.3 For purposes of placement and advancement on the salary schedule, the training levels are as follows:
- Bachelor's Degree plus fifteen (15) semester hours shall be interpreted as having at least fifteen (15) hours of graduate work beyond the Bachelor's Degree in teaching/education. The fifteen (15) semester hours shall be earned after the Bachelor's Degree in teaching/education was conferred.
- Master's Degree is interpreted as having had the Master's Degree conferred in teaching/education. Master's Degree plus fifteen (15) semester hours shall be interpreted as having at least fifteen (15) semester hours of graduate work beyond

the Master's Degree in teaching/education. The fifteen (15) semester hours must have been earned after the Master's Degree in teaching/education was conferred.

Masters Degree plus thirty (30) semester hours shall be interpreted as meaning thirty (30) semester hours of graduate credit earned after the awarding of the Master's Degree in teaching/education.

Masters Degree plus sixty (60) semester hours shall be interpreted as meaning sixty (60) semester hours of graduate credit earned after the awarding of the Master's Degree in teaching/education.

Specialist's or Doctor's Degree shall be interpreted as having the Specialist's or Doctor's Degree conferred in education.

- 4.4.4 All credit hours must be earned in courses which are graduate level or above. No undergraduate coursework will be accepted for advancement. Proof of successful completion of the course or courses must be provided in the form of an official transcript, official grade report, or letter from an accredited college or university which has the right to offer licensure/certification credit in Iowa. Credits/graduate level coursework must be offered through an accredited university or college, or entity with the right to offer teacher licensure credit in Iowa and must be in semester hours. If credits are not in semester hours, a formula will be used to convert them.

In regards to CTE teachers, if it is to the benefit of the district, the Superintendent or their designee may allow undergraduate credits or industry recognized credentials to allow for horizontal advancement on the salary schedule.

- 4.4.5 In all cases, the Superintendent of Schools has the authority to approve, in advance, any course, if, in his/her judgment, the course is of special benefit to the teacher.
- 4.4.6 The Bachelor of Science Degree when in Library Science shall be classified as a Master's Degree when equal training qualifications are set in a school approved by the Superintendent of Schools.
- 4.4.7 The only credits/courses that will be accepted for horizontal advancement are credits/courses directly related to the employee's current teaching area or licensure endorsement(s). Credits/courses that are related to an Exhibit B/Supplemental assignment alone will not be accepted. Credits/courses that are taken to obtain an administrative degree and credits/courses that are taken to obtain a new teaching endorsement will be deemed to be related to the employee's teaching assignment.
- 4.4.8 Credits for any degree that are earned prior to the employee's receipt of the Bachelor's Degree in teaching/education will not be given credit, unless they are reviewed by the Superintendent and determined by the Superintendent to be beneficial to the employee's teaching assignment.

Horizontal Credit - Employees will be eligible to earn a maximum of 15 such hours throughout the entire course of their employment with the District.

Content graduate credit must be related to an area taught in the Davenport School District

Disputes regarding Section 4.4, may be processed through the grievance procedure. However, grievances regarding Subsections 4.4.2, 4.4.4, 4.4.7, or 4.4.8 will not be subject to arbitration as provided in Section 14.8, the Fourth Step of the Grievance Procedure.

4.5 **ADDITIONAL CONTRACTS** - The salary of each employee as compensation for performance of an additional contract shall be as set forth in Exhibit "B".

4.51 All coaching positions shall be covered by a separate additional contract. All other supplemental assignments shall be covered by a separate additional contract, except that in elementary vocal music, intramurals, cheerleading, drama, plays, debate, publications, and Intermediate School Activities Director, the employee's total contract may include such additional contract assignments, in which case the total assignment shall be covered by one contract.

4.6 **PREVIOUS HEALTH LEAVE ACCUMULATION** - Previously accumulated unused health leave days shall be restored to all returning employees.

4.7 **SCHOOL ADMINISTRATIVE MANAGER (SAM)** - The position of School Administrative Manager (SAM) shall be recognized as bargaining unit positions within the Association. The position of SAM will be filled by the District at its discretion. The appointment and removal of an employee as a SAM will not be subject to the grievance procedure. The basic work year for the SAM shall be the 185-day employee contract year prescribed in Article III. The District and the individual employee may mutually agree to an alternative flexible scheduling of the 185-day contract year. In addition, up to an additional five (5) days of extended contract time as per Section 3.2 of the contract may be added for specific activities. The selected employee will accrue bargaining unit seniority while on these assignments.

ARTICLE V HOURS

5.1 **LENGTH OF DAY AND NON-INSTRUCTION TIME** - The employee's workday shall be seven hours 40 minutes with a duty-free lunch period of a minimum of 25 minutes, exclusive of passing time.

5.11 Employees may leave the building during their lunch period upon prior notice to the principal's office.

5.12 On the last student attendance day and the day preceding winter vacation, all schools shall be dismissed two (2) hours early. Teachers will be allowed to leave one (1) hour early. On Fridays and on days preceding holidays and vacation, certified elementary staff may leave 10 minutes early and certified secondary staff may arrive to work 10 minutes late.

5.13 Preschool-K-8 buildings will dismiss students two hours early at the end of every quarter so that teachers can complete assessments and grades.

- 5.14 Employees assigned to more than one building in a given workday shall be provided a reasonable amount of travel time between buildings.
- 5.15 An employee and the building principal may elect to implement a flexible scheduling plan within the building. The plan will include all of the provisions of 5.1. Employees participating in a flexible scheduling arrangement will be required to have advance written approval of the building principal in advance of the implementation of the schedule.
- 5.16 Any employee who substitutes during his/her designated prep time will be compensated at the rate of \$28.00 per hour.

- 5.2 Conferences will be held for 12 hours during conference week. These may be scheduled Monday, Tuesday, or Wednesday evening and for no less than three hours Thursday morning. Conferences will end no later than 9:00 p.m. in the evening. There will be no school on Thursday or Friday. The fall conference days provided for in this Article and Section shall be counted as student attendance days.

High schools and middle schools (including Walcott grades 7-8) shall hold conferences four times a year, once each quarter, on or near mid-terms. The conferences will be held from 3:30 pm to 6:30 pm. High school and middle school (including Walcott grades 7-8) employees will not report to work on Thursday or Friday of the District conference week.

For nurses, up to six hours of the twelve hours of fall conference time may be held and used for school student registration. The nurse and principal shall mutually determine both the registration and parent teacher conference schedule. The total number of hours worked at either conferences or, at a combination of conferences and registration, must equal 12. Substitution of hours from conference week to registration is optional and does not negate the nurse's right for time off Thursday afternoon and all day Friday according to the building schedule. Reasonable personal excuses for being unable to attend either conferences or registration will be accepted.

Up to three hours of the twelve hours of fall conference time may be held and used for spring conferences. The decision to move up to three hours to the spring and the scheduling of fall and spring conferences will be by a vote of the teaching staff.

- 5.3 **EMPLOYEE HOURS BEYOND REGULAR WORKDAY** - If the District schedules an annual Open House event, employees shall be expected to participate. Those employees with responsibilities in more than one attendance center shall have no more than two (2) hours total time at multiple open house events. In addition, the District may schedule an employee for up to a maximum of three (3) additional hours of work per year to attend conferences and meetings so long as such activities are an extension of the employee's regular workday. The following conditions shall apply:

- a. Such extensions shall be subject to a maximum limit of two hours and a minimum of one-quarter hour.
- b. The conferences or meetings shall be scheduled with adequate advance notice.
- c. Reasonable personal excuses for being unable to attend scheduled meetings will be accepted.
- d. Such meetings may be scheduled as evening functions only with the consent of the participating employee.

- e. The central administration will coordinate the scheduling of such meetings.
- f. Employee participation in activities beyond the above limitations shall be at the discretion of the employee.

- 5.4 **TEACHER TIME** – During the school year, nine (9) hours shall be designated as “protected teacher time” which may be used to prepare for parent-teacher conferences, work on career development plans, or address other issues at the discretion of the teacher. There shall be no required meetings during this time.

ARTICLE VI PAYROLL DEDUCTIONS AND REMITAL

- 6.1 **PAYROLL DEDUCTIONS** - Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, United Way, ISEA and/or local Credit Union savings and payments, insurance, savings bonds or any other plans or programs jointly approved by the Association and the Board. Such written employee authorizations shall be accepted 30 days in advance of the dates included in the schedule below:

Annuities: First of any month
United Way: December 1
Insurance: First of any month
Davenport School District Foundation: First of any month
Iowa Shares: December 1
Community Health Charities of Iowa: December 1

Any employee may terminate any of the above voluntary programs at any time by filing the appropriate cancellation form reasonably in advance of the deduction date with the payroll department of the District. All salary deductions authorized by this section of this Agreement shall be remitted promptly to the appropriate recipient, and in all cases, no later than five (5) business days after the amount has been withheld from the employee’s salary.

- 6.2 **INDEMNITY** - The Association agrees to indemnify and hold harmless the school District, the Board or any Board Member for any costs and expenses, excluding attorneys’ fees of counsel retained by the District arising out of the carrying out of the provisions as provided by this Article, except any costs or expenses attributable to the negligence or malfeasance of the District.

ARTICLE VII LEAVES OF ABSENCE

- 7.1 **HEALTH LEAVE** - At the beginning of each year of service, a total of fifteen (15) days of current health leave allowance shall be credited to each employee’s record. New teachers to the district beginning in 2006-07 school year will be credited with ten (10) days of current health leave allowance and will receive an additional day for each year of service up to fifteen (15) days. Summer school employees shall be entitled to three (3) noncumulative days of health leave for use during summer school employment.

- 7.11 All regularly appointed employees for less than full time shall receive the same

number of days' allowance as full-time employees with the length of each day's allowance being equal to the length of the day under contract.

- 7.12 Unused health leave shall be accumulated from year to year with no maximum limit. However, any employee hired for the 1993-94 year and thereafter shall be limited to a maximum accumulation of one-hundred eighty (180) days.
- 7.13 In order to be eligible for health leave allowance, the employee shall notify his/her immediate superior as soon as possible regarding the illness. Upon request, the employee shall provide reasonable evidence, such as a physician's statement that the employee was too ill to perform his/her responsibilities.
- 7.14 Upon request, a physician's statement shall be submitted as evidence of the employee's ability to resume employment after a confining or disabling illness or accident, **and/or the family member's need for care by the employee.**
- 7.15 Employees who return to the school District following a leave of absence shall have cumulative health leave earned prior to such leave of absence credited to their health leave account.
- 7.16 A record of accumulated health leave will appear on an employee's pay check stub each month.
- 7.17 New employees whose services commence after the beginning of the school term shall be granted a pro rata share of the ten (10) days allowed.
- 7.18 Scheduled holidays which intervene during an employee's absence due to personal illness shall not be deducted from health leave allowance.
- 7.19 If an employee is unable to report for duty on the first day of the new contract and has no accumulated health leave on which to draw, compensation for health leave shall not be allowed under the new contract until the employee does report, and the usage of health leave shall not be retroactive.
- 7.20 Employees may use up to ten (10) health days per year to provide direct care for a family member and/or adoption. Access to said leave shall be after the utilization of the employee's emergency days. Family member is defined as a spouse, son, daughter, parent, an individual who stood in loco parentis or a relative that resides within the household. No additional health leave will be granted beyond what is allotted in Section 7.1.
- 7.2 BEREAVEMENT LEAVE - Up to five (5) days leave with pay shall be allowed as necessary for each death in the immediate family. An additional five (5) days shall be allowed as necessary in the event of the death of a spouse or child. Members of the immediate family shall include only the following: spouse, child (including still born), mother, father, sister, brother, grandfather, grandmother, granddaughter, grandson, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law or other relatives permanently residing with the employee.
- 7.3 EMERGENCY LEAVE - Up to a total of three (3) days leave each school year with pay shall be allowed in cases of emergency. Emergency leave shall not be used for vacations; employee's outside employment; activities related to the employment of an employee's spouse; or to attend events or transact business which can be scheduled during

nonworking time. All absences for emergency reasons shall be reported to the immediate superior or Director of Human Resources, prior to departure if at all possible. Requests for all such absences must be submitted on the proper form.

7.31 Religious Leave - Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused by the Director of Human Resources with no loss of pay, and such leave shall be charged to emergency leave. Employees needing additional emergency days for such observances will not be penalized for the use of emergency days for religious leave. Requests shall be directed to the Program Director of Equity and Affirmative Action.

7.32 Unused emergency leave shall accumulate on an annual basis to a maximum of five (5) days.

7.4 PERSONAL LEAVE - Each employee will be allowed one (1) day leave without loss of pay each school year for personal reasons. The employee's immediate supervisor is to be given three (3) working days advance notice. Personal leave cannot be taken before or after any holiday or recess period or during the first three (3) working days or last three (3) working days of the school year. Unused personal leave shall accumulate on an annual basis to a maximum of three (3) days. The Director of Human Resources or his/her designee shall have the discretion to waive this three (3) working day notice requirement.

No more than 10% of a building's employees may utilize personal leave on any given day.

7.5 PROFESSIONAL LEAVE - Attendance at professional meetings or visiting other schools to observe specific programs may be permitted without loss of pay provided approval is received from the immediate superior of the employee. All such absences shall be in accordance with guidelines approved by the Board of Education.

7.6 JURY DUTY AND LEGAL LEAVE - Any employee called for jury duty during school hours or who is required to appear in any school related judicial or administrative proceedings, or who shall be asked to testify in any arbitration matter, shall be provided such time, provided, however, that any compensation payable for such appearance shall be paid to the District, or, if paid directly to the employee, shall be deducted from such employee's salary.

7.7 SABBATICAL LEAVE

7.71 Sabbatical leave may be granted for the purpose of professional study resulting in employees receiving certification for positions defined by the state or the district as hard to fill, travel or for such purpose as may be recommended and approved. A list of hard-to-fill positions will be posted on the District web site on an annual basis by October 1st.

7.72 Licensed personnel who have served six (6) consecutive years in the Davenport Community School District shall be eligible for Sabbatical leave.

7.73 Application must be submitted by February 15, if a person applies for a leave for the following school year. If a person requests a leave for the second semester, the request must be made at least three (3) months prior to the beginning of such

leave. The applicant must submit a complete statement of the proposed itinerary if the applicant plans to travel.

- 7.74 A committee of three (3) representatives selected by the District and three (3) representatives selected by the Association shall review, evaluate, and make a recommendation on all applications. When a majority of the above committee present at any meeting recommends the granting of a sabbatical leave, such recommendation shall go to the Board of Directors whose action shall be final.
- 7.75 No more than two (2) sabbatical leaves shall be granted per year. Sabbatical leave shall not be granted for more than two (2) consecutive semesters.
- 7.76 The individual while on leave shall maintain status as though on active duty. Salary increments, pension plans and insurance coverage shall be continuous during the Sabbatical leave.
- 7.77 Upon return from Sabbatical leave, an employee shall be placed on the vertical step of the salary schedule where he/she would have been placed when the leave commenced. All efforts shall be made to place each person in the same or similar position held prior to going on Sabbatical leave.
- 7.78 Persons approved for a Sabbatical leave shall receive one-half their regular salary, exclusive of “extras” or compensation for extra-class activities. The compensation, less necessary deductions, shall be paid at the same time and in the same manner as to the other members of the staff.
- 7.79 The employee shall repay one-half of the Sabbatical money received if he/she fails to return to the District for one complete school year.

7.8 EXTENDED LEAVES OF ABSENCE WITHOUT PAY

- 7.81 Extended leaves of absences without pay shall be granted for reasons of health, professional study, family (as defined by FMLA guidelines) responsibilities, public office or for service to the Association. If granted for health reasons, a physician’s statement with expected date of return shall be provided to the District. If granted for family responsibility, documentation of need shall also be provided.
- 7.82 All extended leaves of absence shall be for a period of up to four (4) consecutive semesters, and shall terminate at the conclusion of a semester. No employee shall be entitled to an extended leave of absence unless such employee shall have made application in writing to the Director of Human Resources not less than sixty (60) calendar days in advance of the projected date of commencement of the leave, except in cases of emergency. No employee shall be eligible for an extended leave of absence for family responsibilities unless such employee shall have been employed by the District for two (2) consecutive semesters without prior extended leave having been taken.
- 7.821 An employee shall be granted annually an extension with respect to leave of absence for health reasons in excess of four (4) consecutive semesters for just cause. For purposes of this section, “just cause” shall require a minimum showing that the affected employee is suffering from a

continuing mental and/or physical disability which precludes the employee from performing the essential functions of the job.

- 7.822 Any employee requesting an extension of health leave or return from such leave shall submit, at the request of the District, to an examination by a physician designated by the District concerning such disability at the expense of the District.
- 7.823 Notwithstanding the foregoing, an extended leave of absence for health reasons shall terminate after an employee has been absent from the District for health reasons for five (5) consecutive years (inclusive of accrued sick leave taken by such employee).
- 7.824 Seniority shall be retained but shall not accrue with respect to extended leaves of absence for health or parental responsibilities.
- 7.825 Employees on extended leave of absence without pay shall notify, in writing, the Director of Human Resources by January 15 of their intent to return to the District for the subsequent school year.
- 7.83 An employee may request early termination of the leave in writing to the Director of Human Resources. Such a request shall be submitted at least thirty (30) days prior to the beginning of a new semester. Approval of such a request shall be contingent upon available vacancies.
- 7.84 While on extended leave, the employee's interest in retirement funds, accumulated health leave and placement on the salary schedule shall be frozen.
- 7.85 Employees on an extended unpaid leave of absence are not entitled to use accumulated health leave.
- 7.86 An employee returning from an extended leave shall be returned to a position for which the employee is best qualified.
- 7.87 If an employee is granted one of the above extended leaves and the spouse, also an employee of the District, wishes to accompany his/her spouse, an extended leave of absence shall be granted without benefits.

7.9 OTHER LEAVES

- 7.91 Association Leave - Officers and/or representatives of the Association shall be allowed up to a total of one hundred twenty (120) days of absence from school duties for Association business, fifty-five (55) of which shall be with no deduction and the remaining sixty-five (65) days shall be at a deduction equal to the then prevailing cost of a daily substitute. If there are operational problems as a result of additional leave utilization, the District and the Association will work together to develop a mutually satisfactory resolution. The Association or its designated representative shall provide five (5) days prior written notification to the Director of Human Resources of such leave use, except in cases of emergency. Association Leave shall not be used for political purposes.
- 7.92 Good Cause - Other temporary leaves of absence or leaves in excess of those amounts specified in this Article, with a per diem rate deducted equal to the then

prevailing cost of a daily substitute, shall be granted by the Director of Human Resources for good cause upon written application.

- 7.93 Family and Medical Leave Act (FMLA) Leave - Employees covered by this agreement shall be covered by the terms and conditions of the FMLA. The rights and benefits provided by the FMLA shall be in addition to those granted by this collective bargaining agreement. Employees may receive information concerning the FMLA through the District Human Resources office.
- 7.94 Catastrophic Leave Donation – Employees experiencing a documented catastrophic medical condition who have either exhausted or are forecasted to exhaust all paid leave may ask the District to send out a request for health leave donation to the teacher bargaining unit group. The employee request should be made to the Director of Human Resource Services. Active employees will be allowed to donate one (1) health leave day per fiscal year to another District bargaining unit employee(s) who has made such a request. The District will accept donations up to 30 days for each catastrophic occurrence. In the event that the catastrophic illness is not resolved in 30 workdays, the employee may submit a request for an additional donation, up to a total of an additional 30 workdays. Once made, a health leave donation is irrevocable.

Catastrophic medical conditions include but are not limited to the following: A morbid condition that may be life-threatening and may leave significant residual disability, e.g. AIDS, major burns, trauma with residual paralysis, coma, terminal cancer, or other similar conditions. In the event that the condition and/or illness of the employee is not clearly identified by the District as catastrophic at the time that the request is submitted by the employee, the District reserves the right to consult with its' medical director regarding the condition and/or illness.

ARTICLE VIII JOB CLASSIFICATIONS

- 8.1 For job classification purposes, employees will be classified into departments and grade divisions as follows:

8.11 Elementary: Pre-K – 5th Grades

Art
Bilingual
Counselor
ESL
Grades K-5
Instructional Literacy Coach
Instructional Math Coach
Media Specialist/Teacher Librarians
Music
Physical Education
Preschool
Reading Intervention Specialist
Special Education
TAG
Teacher In Charge
All Other

8.12 Middle School: 6th – 8th Grades

Art
At-Risk/Diversion
Business Education
Counselors
ESL
Family and Consumer Sciences
Health Education
Industrial Technology
Instructional Literacy Coach
Instructional Math Coach
Instrumental Music
Language Arts
Media Specialist/Teacher Librarians
Physical Education
Reading
Science
Social Studies
Special Education
TAG
Teacher In Charge
Vocal Music
World Language

8.13 High School 9th – 12th Grades

Activities Manager
Art
At-Risk/Diversion
Business Education
Counselors
Dean of Students
ESL
Family and Consumer Sciences
Health Education
Industrial Technology
Instructional Math Coach
Instrumental Music
Language Arts
Mathematics
Media Specialist/Teacher Librarian
Physical Education
Reading
ROTC
Science
Social Studies
Special Education
TAG
Teacher In Charge
Vocational Education
Vocal Music
World Language

8.14 Nurses

- 8.15 Gateway to Technology
- 8.16 Computer Technology Teacher / DDI
- 8.17 School Liaison
- 8.18 School Administrative Manager
- 8.19 Instructional Facilitators

- 8.2 SPLIT ASSIGNMENTS – Employees assigned to two or more departments, grade divisions, or buildings, as defined in 8.1 above shall be classified based on the majority of their assignment. When assignments are split equally, or there is no majority, the employee shall annually designate in writing to the District, within thirty (30) days after the assignment begins, the department, grade division, or building within which they are to be classified. The District shall make the determination for any employee failing to meet the above timeline.

ARTICLE IX

SECTION 125 PLAN PARTICIPATION

The Board will provide employees the opportunity to participate in a Section 125 Plan with inclusion of provisions for:

- Dependent Care
- Unreimbursed Medical Expenses
- Cost of Insurance

ARTICLE X

HEALTH AND SAFETY

- 10.1 EMPLOYEE PHYSICAL REQUIREMENTS - Each employee shall be advised in writing through the job vacancy notice of any physical fitness requirements relating to his/her employment. Failure to notify the employee as specified above shall not deprive the employee of any wages or benefits under this Agreement prior to fulfilling the physical fitness requirement.
- 10.2 FACILITIES - The employer shall provide and maintain a reasonably safe and healthy place of employment. All employees shall endeavor in the course of performing the contracted duties associated with their employment to be alert to unsafe and unhealthy practices, equipment or conditions, and to report any such unsafe or unhealthy practices, equipment or conditions to their immediate supervisor.
- 10.3 PROTECTING DEVICES - Such special clothing, equipment and devices as may be required by the employer for the employee to perform assigned duties in a safe manner shall be provided without charge to the employee.

ARTICLE XI

IN-SERVICE

IN-SERVICE TRAINING - All in-service training shall be mutually-agreed upon by the parties. The administration of in-service training will be the responsibility of the Board. The District shall schedule the days of in-service.

When appropriate, professional development may be designated as “work from an alternate location” and work may be completed off school property asynchronously.

In the event a certified employee misses an in-service professional development that is considered mandatory under Iowa Chapter 284.6, they will be required to make-up that training without compensation. Certified employees will be notified of mandatory training by the first contract day.

ARTICLE XII EMPLOYEE PERSONNEL FILE

ACCESS TO PERSONNEL FILES - Neither the Board nor any of its representatives shall establish any separate personnel file unavailable for employee inspection. Any employee shall have the right to review the contents of their personnel file at any time. A representative of the Association may, at the employee’s request, accompany the employee in this review. Only confidential job recommendations shall be excluded from this review. The employee shall have the right to copies of any of the contents of the file, except for confidential job recommendations.

ARTICLE XIII JOINT COMMITTEES

The parties agree to maintain committees for the purpose of coordinating and making recommendations to the District on rules and procedures applicable to those issues that are illegal/excluded subjects of bargaining under Chapter 20 of the Iowa Code. The parties also agree to utilize this same process to coordinate and make recommendations related to the issue of employee absenteeism.

The structure of the committee(s) will be developed by the parties’ through the existing labor-management committee process. The initial committees shall include:

- (1) Labor-Management;
- (2) Evaluation and Peer Review,
- (3) Faculty Transfers & Reductions,
- (4) Insurance and Benefits including Early Retirement,
- (5) TLCS Oversight; and
- (6) Absenteeism.

The Association shall appoint all members representing the bargaining unit on the committee(s).

The committee(s) shall begin working from the applicable 2017-2020 contract language that was removed from that contract because it was illegal/excluded language under Chapter 20 of the Iowa Code.

ARTICLE XIV GRIEVANCE PROCEDURE

14.1 GRIEVANCE - A “grievance” is a claim by an employee, or the Association that there has been a violation, misapplication or misinterpretation of any provision of this agreement.

- 14.2 QUESTIONS OR COMPLAINTS - An attempt should be made to resolve any questions or complaint alleged to be a grievance in an informal discussion between the employee and the Supervisor. If requested by the employee, the Association shall be notified and may participate in this informal discussion.
- 14.3 ASSOCIATION REPRESENTATION RIGHTS - The Association will be notified of any written grievance filed in the grievance procedure, and a representative of the Association shall have the right to be present at the meeting at each step involving such grievance.
- 14.4 SPECIAL PROCEDURES
- 14.41 The number of days indicated at each step should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- 14.42 When mutually agreed to by the Association and the Superintendent or his/her designated representative, the first and/or second steps of the grievance procedure may be waived in a specific situation. When this happens such grievance will be automatically appealed to the next step.
- 14.43 In the event a grievance is filed at such time that it cannot be processed through all the steps in the procedure by the end of the school year, steps 1 and 2 will be waived and step 3 will be expedited so that, if possible, the procedure can be completed within thirty (30) days after the end of the school year.
- 14.44 Any informal or formal resolution of an alleged grievance shall not be inconsistent with any provision of this Agreement.
- 14.45 A grievance of a general nature involving the interpretation and application of a provision or provisions of this Agreement may be filed by the Association in step 2 of this grievance procedure.
- 14.46 All documents, communications and records dealing with the processing of a grievance, if retained for any reason, shall be available to the employee or the Association.
- 14.5 FIRST STEP - If a question or complaint is not resolved informally, the employee may file a grievance in writing with the Supervisor within twenty-one (21) calendar days after the date of the occurrence of the event giving rise to the grievance or after such event became known to the grievant.
- 14.51 Grievances should be filed, whenever possible, on the grievance report form(s) set forth in Exhibit D.
- 14.52 The written grievance should state the alleged violation and should note the specific clause or clauses of this Agreement which have been violated, misinterpreted or misapplied; and the remedy requested.
- 14.53 Within five (5) working days after the supervisor receives the written grievance, a meeting shall be held with the aggrieved at a mutually agreeable time to discuss the alleged grievance and attempt to resolve same.

- 14.54 The supervisor or other administrator who has authority to make a decision on the grievance shall render such decision on the grievance and communicate it in writing to the aggrieved employee and the Superintendent within five (5) working days following the meeting.
- 14.6 SECOND STEP - In the event a grievance has not been satisfactorily resolved at the first step; the aggrieved, if he/she so desires, may file an appeal of the decision within five (5) working days of the said written decision with the Superintendent's designee.
- 14.61 Within five (5) working days after the written grievance is filed, the aggrieved, the representative of the aggrieved, the supervisor and the Superintendent's designee, shall meet in an attempt to resolve the grievance. The Superintendent's designee shall file an answer within five (5) working days of the second step grievance meeting and communicate it in writing to the employee, the principal and the representative of the employee.
- 14.62 It is understood that a class action or general grievance involving one or more licensed employees or grievances involving an administrative decision above the building level may be initially filed by the Association at this step. Such grievance shall be filed within sixty (60) calendar days after the date of the occurrence of the event giving rise to the grievance or after such event became known to the Association President.
- 14.7 THIRD STEP - In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved if he/she so desires may file an appeal of the decision within five (5) working days of the said written decision with the Superintendent.
- 14.71 Within five (5) working days after the written grievance is appealed, the aggrieved and the Association's representatives shall meet with the Superintendent. He/she shall file a decision within five (5) working days of the third step grievance meeting and communicate it in writing to the employee, the supervisor and the representative of the employee.
- 14.8 FOURTH STEP - In the event a grievance has not been satisfactorily resolved at the third step, a demand for arbitration may be filed within twenty (20) working days of the date of the third step decision. Failure to file for arbitration within twenty (20) working days shall deem the grievance to be settled on the basis of the third step decision. Only grievances processed through the preceding steps of this procedure may be submitted to arbitration.
- 14.81 Binding arbitration shall mean the hearing and determination of a case in controversy by a person selected by the parties. The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have power only to apply and interpret the provisions of this Agreement to the settlement of issues and grievances arising hereunder. The decision of the arbitrator shall be final and binding on both parties.
- 14.82 The Parties to this agreement shall annually select a panel of arbitrators to serve during the term of this agreement. During the term of this agreement, the parties have agreed to a permanent panel of arbitrators consisting of Michael Thompson, Ron Hoh, Lisa Salkovitz-Kohn, Harry Graham, Harvey Nathan, Anna DuVal Smith, Hugh Perry, Kristin Johnson, and Nancy Powers. If a claim is submitted to arbitration as per Section 14.8 above, each of the two parties shall alternately

strike one name at a time from the list until one shall remain. The remaining name shall be requested to be the arbitrator. Such arbitration shall be conducted according to the rules and procedures of the American Arbitration Association.

14.83 Each party shall bear its own costs and expense of the arbitration proceedings including the fee of the arbitrator which shall be shared equally by the employer and the grievant or his/her representative.

14.84 The arbitration hearing regarding the grievance shall be held not later than sixty (60) calendar days after an arbitrator has been selected by the parties.

**CONTRACT LENGTH
ARTICLE XV
DURATION**

15.1 DURATION PERIOD – This Agreement shall be effective as of July 1, 2025, and shall be from the initial duration period ending June 30, 2028 making the total contract three (3) years. The parties will reopen this agreement for the purposes of negotiating wages which includes Exhibit A, Exhibit A-1, Exhibit B, and Exhibit C.

15.2 The Association and the Board shall retain the sole and exclusive authority to make any exception to or waiver of any provision(s) of this collective bargaining agreement.

15.3 SIGNATURE CLAUSE – In witness whereof the parties hereto have caused this agreement to be re-signed by their respective representatives, on this 14th day of March, 2025.

FOR THE ASSOCIATION


Michael Reinholdt 3/14/25

FOR THE DISTRICT


Nicole Strupe 3/14/25

FY27 TOTAL Salary Schedule

Step		BA	BA+15	MA	MA+15	MA+30	MA+60	NURSE
1	BASE	36,186	37,995	41,614	43,423	45,233	47,042	36,186
	TSS	15,689	13,921	10,485	8,767	7,049	7,772	
	Total	51,875	51,916	52,099	52,190	52,282	54,814	36,186
2	BASE	37,995	39,805	43,423	45,233	47,042	48,851	37,995
	TSS	13,921	12,203	8,767	7,049	7,772	7,864	
	Total	51,916	52,008	52,190	52,282	54,814	56,715	37,995
3	BASE	39,805	41,614	45,233	47,042	48,851	50,660	39,805
	TSS	12,203	10,485	7,111	7,049	7,772	7,864	
	Total	52,008	52,099	52,344	54,091	56,623	58,524	39,805
4	BASE	41,614	43,423	47,042	48,851	50,660	52,470	41,614
	TSS	10,485	8,767	7,772	7,864	7,955	8,046	
	Total	52,099	52,190	54,814	56,715	58,615	60,516	41,614
5	BASE	43,423	45,233	48,851	50,660	52,470	54,279	43,423
	TSS	8,767	7,049	7,864	7,955	8,046	8,137	
	Total	52,190	52,282	56,715	58,615	60,516	62,416	43,423
6	BASE	45,233	47,042	50,660	52,470	54,279	56,088	45,233
	TSS	7,049	7,773	7,955	8,046	8,137	8,229	
	Total	52,282	54,815	58,615	60,516	62,416	64,317	45,233
7	BASE	47,042	48,851	52,470	54,279	56,088	57,898	47,042
	TSS	7,773	7,864	8,046	8,137	8,229	8,320	
	Total	54,815	56,715	60,516	62,416	64,317	66,218	47,042
8	BASE	48,851	50,660	54,279	56,088	57,898	59,707	48,851
	TSS	7,864	7,955	8,137	8,229	8,320	8,411	
	Total	56,715	58,615	62,416	64,317	66,218	68,118	48,851
9	BASE	50,660	52,470	56,088	57,898	59,707	61,516	50,660
	TSS	7,955	8,046	8,229	8,320	8,411	8,502	
	Total	58,615	60,516	64,317	66,218	68,118	70,018	50,660
10	BASE	52,470	54,279	57,898	59,707	61,516	63,326	52,470
	TSS	8,046	8,138	8,320	8,411	8,502	8,594	
	Total	60,516	62,417	66,218	68,118	70,018	71,920	52,470
11	BASE	54,279	56,088	59,707	61,516	63,326	65,135	54,279
	TSS	8,138	8,229	8,411	8,502	8,594	8,685	
	Total	62,417	64,317	68,118	70,018	71,920	73,820	54,279
12	BASE	54,279	56,088	61,516	63,326	65,135	66,944	54,279
	TSS	8,138	8,229	8,502	8,594	8,685	8,779	
	Total	62,417	64,317	70,018	71,920	73,820	75,723	54,279
13	BASE	54,279	56,088	63,326	65,135	66,944	68,753	54,279
	TSS	10,459	8,740	8,594	8,685	8,776	8,868	
	Total	64,738	64,828	71,920	73,820	75,720	77,621	54,279
14	BASE	54,279	56,088	65,135	66,944	68,753	70,563	54,279
	TSS	10,459	8,740	8,685	8,776	8,868	8,959	
	Total	64,738	64,828	73,820	75,720	77,621	79,522	54,279
15	BASE	54,279	56,088	66,944	68,753	70,563	72,372	54,279
	TSS	10,459	8,740	8,776	8,868	8,959	9,050	
	Total	64,738	64,828	75,720	77,621	79,522	81,422	54,279
16-19	BASE	54,641	56,450	68,753	70,563	72,372	74,181	54,641
	TSS	10,115	8,397	8,868	8,959	9,050	9,141	
	Total	64,756	64,847	77,621	79,522	81,422	83,322	54,641
20-22	BASE	55,003	56,812	69,477	71,286	73,096	74,905	55,003
	TSS	9,771	8,053	8,904	8,995	9,087	9,178	
	Total	64,774	64,865	78,381	80,281	82,183	84,083	55,003
23-25	BASE	56,088	57,898	70,563	72,372	74,181	75,991	56,088
	TSS	8,740	7,022	8,959	9,050	9,141	9,233	
	Total	64,828	64,920	79,522	81,422	83,322	85,224	56,088
26-28	BASE	57,898	59,707	72,372	74,181	75,991	77,800	59,707
	TSS	8,320	8,411	9,050	9,141	9,233	9,324	
	Total	66,218	68,118	81,422	83,322	85,224	87,124	59,707
29-32	BASE	59,707	61,516	74,181	75,991	77,800	79,609	59,707
	TSS	8,411	8,502	9,141	9,233	9,324	9,415	
	Total	68,118	70,018	83,322	85,224	87,124	89,024	59,707

EXHIBIT "B"

ADDITIONAL CONTRACTS 2025-26, 2026-27, 2027-28

BASE SALARY FOR COMPUTING ADDITIONAL SALARY AMOUNTS:
2026-2027: \$36,186

SPORTS

		%
Athletic Trainer		35
	H S Strength & Conditioning Specialist	30
Baseball	Varsity	25
	Assistant	12
Basketball	Boys'/Girls' Varsity	25
	Boys'/Girls' Assistant	12
	Boys'/Girls' 8th Grade	7
	Boys'/Girls' 7th Grade	7
Bowling		5
Cheerleaders	Sr. High Cheerleading	19
	Assistant Sr. High Cheerleading	12
Football	Varsity	25
	Assistant	12
	8th Grade	8
	Assistant 8th Grade	7
	7th Grade	8
	Assistant 7th Grade	7
Golf	Boys'/Girls' Varsity	14
	Boys'/Girls' Assistant Varsity	10
Soccer	Boys'/Girls' Varsity	20
	Boys'/Girls' Assistant	12
Softball	Varsity	25
	Assistant	12
Swimming	Boys'/Girls' Varsity	20
	Boys'/Girls' Assistant	12
Swimming		
E. and W.	Junior High Co-ed	6
E. and W.	Assistant Junior High Co-ed	4
E. and W.	Junior High Diving	6

Tennis	Boys'/Girls' Varsity	14
Track	Boys'/Girls' Varsity	20
	Boys'/Girls' Assistant	12
	Junior High Co-ed	7
	Assistant Junior High Co-ed	5
	Boys'/Girls' Cross Country	20
	Cross Country (Junior High)	7
Volleyball	Varsity	25
	Assistant	12
	8th Grade	8
	7th Grade	8
Wrestling	Varsity	25
	Assistant	12
	8th Grade	7
	7th Grade	7

OTHERS

Activities Managers Junior High		20
All School Play		7
Art		2
Band		
	H S Band Directors -Summer Band	25
	Assistant Senior High Band	20
	Junior High Band 1st	10
	Junior High Band - 2nd	10
	H S Marching Percussion	4
	Elementary orchestra/band unattached to Junior High	10
Creative Arts Academy Fine Arts Faculty_ (In lieu of any other Junior High or HS supplemental for: All School Play; Art; Band; Drama; Music (Vocal); Musical (High School); and Orchestra.)		5
Choreographer		3
Dean of Students		15
Debate	Senior High	14
Department Heads/Team Leaders:		
	Senior High	6
	Junior High	6
Drama	Senior High	7

Drum Line		7
Events Manager		10
E-Sports		10
Flag Line Instructor		7
Future Teacher Club		10
Head Nurse		14
Intramurals	Sr. High Boys/Girls	7
	Assistant Sr. High Boys/Girls	5
	Junior High Boys/Girls	8
	Assistant Junior High Boys/Girls	5
	Elementary (Before/After School)	6
Literacy Coach		6
Music (Vocal)	Senior High/With Show Choir	25
	Senior High Second Position	20
	Middle School Show Choir	7
	Junior High	10
	(1 per building)	
	Assistant Junior High	3
	(1 per building)	
	Elementary	5
Musical (High School)		
	Book Director	5
	Technical Director	5
	Musical Director	3
	Pit Director	2
	Accompanist (musical)	2
National Board Certification – annually as long as certification is held		\$1,500.00
National Honor Society Advisor		2
Newspaper Advisor		14
Orchestra	Sr. High	12
	Intermediate	10
Pom-Pom / Dance Coach		14
Pom-Pom/ Dance Coach Assistant		8
ROTC		19
Safety Patrol		5

SAM	20
Teacher In Charge	20

SPED PreK-12

Sped Instructional Strategist I & Early Childhood	\$2,000
Sped Hearing Impaired	\$6,000
Sped Instructional Strategist II	\$6,000
Sped Facilitators	\$6,000

Current special education instructors continuing in special education assignments will receive the amounts listed above according to their assignment. Any current special education instructor who changes from Strategist I to II and/or vice versa will receive the corresponding amount for that assignment.

STEM	25
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Student Council (Elem/Junior High)	2
Student Council (High School)	5

Yearbook Advisor	14
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Mentor Teacher	\$100
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District-wide summer school, curriculum writing, and all other non-instructional activities	\$28/hr.
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Student instructional activities beyond 3.1, 5.1, and 5.3 (Pre-existing grants grandfathered at \$20/hr. till re-apply)	\$28/hr.
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Junior High Summer School Band/Orchestra	\$28/hr.
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DEA/DCSD GRIEVANCE FORM

Name of Grievant _____
School or Building _____
Date of Alleged Violation _____

Grievance # _____
Date Filed _____
(to be completed by
the Administrator)

SPECIFIC PROVISION (S) OF CONTRACT ALLEGEDLY VIOLATED: _____

ALLEGED VIOLATION:

REMEDY REQUESTED:

DISTRIBUTION OF FORM: Grievant, Immediate Supervisor, DEA

(Signature of Grievant)

Date

CHECK ONE:

- _____ Level 1 (Immediate Supervisor or Principal)
_____ Level 2 (Superintendent's Designee) Appeal of a Level #1 decision must be made within five (5) working days.
_____ Level 3 (Superintendent) Appeal of a Level #2 decision must be made within five (5) working days.

EXHIBIT E

DEA/ DCSD GRIEVANCE RESPONSE FORM

Grievance # _____

Name of Grievant _____

Check One:

School or Building _____

_____ Level 1

_____ Level 2

_____ Level 3

DECISION OF ADMINISTRATOR

Date of Decision _____

Signature

Title

Distribution of Form: Grievant, Immediate Supervisor/Superintendent, DEA

Memorandum of Understanding Differentiated Compensation

The Davenport Community School District (the "District") and the Davenport Education Association (the "Association") share a strong commitment to the mutual goal of attracting and retaining teachers in our elementary and middle schools that are designated as comprehensive schools. The District and the Association agree that one of the best ways to reward and incentivize teachers is through the differentiated compensation strategy.

The District and the Association agree to the following terms:

Eligible Schools

Jefferson, Madison, Smart and Williams

Eligible Certified Staff

Certified staff who are endorsed for their position and are **assigned to/teach 100%** of the time in the comprehensive school building will receive an incentive in the amount of:

1. 0-5 Years Teaching Experience = \$2,000
2. 6-10 Years Teaching Experience = \$3,000
3. 11+ Years Teaching Experience = \$4,000

Teachers who are endorsed for their position and are **assigned to/ teach less than 100%** of the time in the comprehensive school building will receive an incentive in the amount of:

4. 0-5 Years Teaching Experience = \$1,000
5. 6-10 Years Teaching Experience = \$1,500
6. 11+ Years Teaching Experience = \$2,000

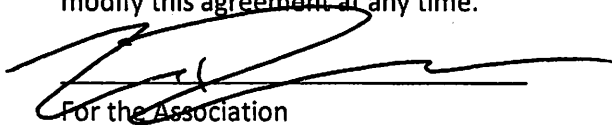
Teachers must be in "good standing." "Good standing" means that all licenses are up to date and there are no founded complaints or disciplinary actions submitted to their personnel file.

Teachers must demonstrate regular attendance and must not receive a Notice of Excessive Absences. Approved Family Medical Leave Act (FMLA) will be held harmless. Teachers who are excessively absent will not be eligible for the differentiated compensation incentive.

To receive the incentive, the teacher must be an employee in an eligible position. Teachers who are no longer in an eligible position will not be entitled to subsequent incentive payments. Teachers who leave the district will be required to reimburse the district the amount in which they have received through the incentive.

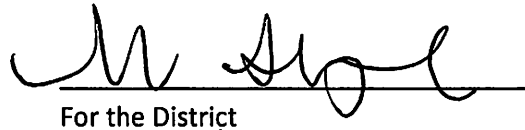
Payment Guidelines: The incentive pay is made over the teachers' equal installments according to their contract.

This agreement shall be for the 2026-27 school years. The parties may mutually agree to extend or modify this agreement at any time.



For the Association

24/30/24
Date



For the District

4/28/24
Date