

2018 - 2022

July 1, 2018

NEGOTIATED AGREEMENTS

BETWEEN

**CLARINDA COMMUNITY SCHOOL
DISTRICT**

AND

**CLARINDA EDUCATION
ASSOCIATION**

TABLE OF CONTENTS

PAGE		ARTICLE
2	-----	TABLE OF CONTENTS
3	-----	CO-CURRICULAR PAY
3	-----	WAGES
3	-----	METHOD OF PAYMENT
5	-----	SCHEDULE A - SALARY SCHEDULE
6	-----	SCHEDULE B - SUPPLEMENTAL PAY SCHEDULE

A. Co-Curricular Pay:

1. Supplemental pay for duties performed during the regular school term will be pro-rated over twelve (12) months. If duties are assigned after the usual beginning contract year for a position, the payment will be pro-rated over the months remaining. Whenever the Board agrees to an employee's request to end a regular school term co-curricular assignment before it is completed, the compensation for that portion not completed and already paid will be deducted in equal amounts from the employee's gross pay of the remaining monthly pay periods for that employee's contract year.

The co-curricular compensation for duties performed during the summer recess period and for persons under separate contract for summer instruction duties (including summer driver education instructors not scheduled to receive a regular August payment for past services) will be paid in two equal installments. The first installment will be on the first regular pay period following the mid-point of completion of assigned duties, and the final payment will be the first regular pay period after completion of the assignment. Non-teaching coaches may not be paid their final installment for coaching until the final report and all equipment have been satisfactorily turned in. Summer driver education instructors, who are scheduled to receive a regular August payment for past services will receive compensation for summer instructor duties in two equal payments: the first during the regular June pay period and the second during the regular July pay period. If the special summer pay periods in this paragraph have passed without payment, the employee may submit a claim for payment and will be paid within one month of the date his claim is submitted.

B. Wages:

1. B.A. base of \$36,475.00

C. Method of Payment:

1. Pay Periods

Each employee shall receive their regular salary in twelve (12) equal installments, beginning on the 19th of the first month of employment provided they had been employed by the 10th of that month and on the 19th day of each of the succeeding eleven months or equal installments for the months remaining in the usual payment year for that position.

When a pay date during the school term falls on a date when school is not scheduled to be in session, the employees shall receive their payment on the last previous working day.

Employees who are newly employed by the district may, at their option, elect to receive 30% of their gross salary of their first installment within two (2) weeks after beginning service.

2. Payments

Employees may request in writing to have their school year payments electronically deposited to a financial institution of their choice. All new employees hired after July 1, 2008 will be required to enroll in direct electronic deposit at a financial institution of their choice.

3. Payments Prior to Retirement

A Clarinda employee, who is retiring from the teaching profession, may have the option of receiving his/her final year's pay in the usual prescribed twelve (12) months, or alternate payments of nine (9) equal monthly

payments of one-twelfth (1/12) of his/her yearly salary per month beginning in September and ending in May; and one (1) payment of one-fourth (1/4) of his/her yearly salary in June of the school year of retirement.

To be eligible for alternative payments as a retiring employee, the employee must have:

- a. Completed a total of ten (10) continuous contracted (excluding unpaid leaves of absence of one (1) semester or more in length) years of service to the Clarinda Community School District.
- b. Have reached a minimum age of 55, or will reach this age, during the fiscal year beginning July 1st of their final year of employment.
- c. Submit a resignation and a written notice of intent to request the alternative payments due to retirement purposes on or before January 15th of the year they are seeking the altered payments.

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2018, and shall continue in effect until June 30, 2022. However, either party may request that this Agreement be reopened for the sole purpose of negotiating base wages for the contract year July 1, 2020 through June 30, 2021, and again for the contract year July 1, 2021 through June 30, 2022.

**In witness whereof the parties hereto have caused this agreement to be signed by their respective
President or Chief Negotiator.**

CLARINDA EDUCATION ASSOCIATION

By: _____
Its President or Chief Negotiator

Date: _____

CLARINDA BOARD OF EDUCATION

By: _____
Its President or Chief Negotiator

Date: _____

BA Base =	\$36,475.00	
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	I	II	III	IV	V	VI
STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$36,475	\$37,934	\$39,393	\$40,852	\$42,311	\$43,770

SCHEDULE "A"

SCHEDULE "B"

BA STEP 2	PERCENT OF BASE	\$ AMOUNT CALCULATED BY BASE TIMES PERCENT
\$37,934.00		
FINE ARTS		
THESPIANS, SPEECH	6.00%	\$2,276.04
PLAYS, DRAMA	12.00%	\$4,552.08
ASSISTANT DRAMA	5.00%	\$1,896.70
HIGH SCHOOL BAND	14.00%	\$5,310.76
(INCLUDES PEP BAND AT HOME GAMES)		
VOCAL MUSIC M.S. & H.S.	12.50%	\$4,741.75
MIDDLE SCHOOL BAND	8.50%	\$3,224.39
ELEMENTARY MUSIC	3.25%	\$1,232.86
ATHLETICS		
9-12 BOYS FOOTBALL - HEAD	14.00%	\$5,310.76
(INCLUDES PRECONTRACT DAYS)		
9-12 BOYS FOOTBALL	10.00%	\$3,793.40
(INCLUDES PRECONTRACT DAYS)		
9-12 BOYS BASKETBALL - HEAD	14.00%	\$5,310.76
9-12 BOYS BASKETBALL - ASST	10.00%	\$3,793.40
9-12 GIRLS BASKETBALL HEAD	14.00%	\$5,310.76
9-12 GIRLS BASKETBALL ASST.	10.00%	\$3,793.40
9-12 WRESTLING - HEAD	14.00%	\$5,310.76
9-12 WRESTLING - ASST.	10.00%	\$3,793.40
9-12 BOYS BASEBALL - HEAD	12.50%	\$4,741.75
9-12 BOYS BASEBALL - ASST.	9.00%	\$3,414.06
9TH GRADE BOYS BASEBALL	7.00%	\$2,655.38
9-12 VOLLEYBALL - HEAD	14.00%	\$5,310.76
(INCLUDES PRECONTRACT DAYS)		
9-12 VOLLEYBALL - ASST	10.00%	\$3,793.40
(INCLUDES PRECONTRACT DAYS)		
9-12 GIRLS SOFTBALL - HEAD	12.50%	\$4,741.75
9-12 GIRLS SOFTBALL - ASST	9.00%	\$3,414.06
9-12 BOYS TRACK - HEAD	12.50%	\$4,741.75
9-12 BOYS TRACK - ASST.	9.00%	\$3,414.06
9-12 GIRLS TRACK - HEAD	12.50%	\$4,741.75
9-12 GIRLS TRACK - ASST	9.00%	\$3,414.06
9-12 BOYS TENNIS	7.00%	\$2,655.38
9-12 GIRLS TENNIS	7.00%	\$2,655.38
9-12 BOYS & GIRLS GOLF -COMBINED POSITION	11.00%	\$4,172.74
9-12 Boys Golf	7.00%	\$2,655.38
9-12 Girls Golf	7.00%	\$2,655.38
9-12 Head Cross-Country	11.00%	\$4,172.74
(INCLUDES PRECONTRACT DAYS)		
9-12 Assistant Cross-Country	6.50%	\$2,465.71
(INCLUDES PRECONTRACT DAYS)		
9TH BOYS BASKETBALL - HEAD	7.00%	\$2,655.38

9TH GIRLS BASKETBALL - HEAD	7.00%	\$2,655.38
7TH & 8TH FOOTBALL - HEAD	6.00%	\$2,276.04
7TH & 8TH FOOTBALL - ASSISTANT	5.50%	\$2,086.37
7TH & 8TH VOLLEYBALL - HEAD	6.00%	\$2,276.04
7TH & 8TH VOLLEYBALL - ASSIST	5.50%	\$2,086.37
7TH & 8TH BOYS WRESTLING - HEAD	6.00%	\$2,276.04
7TH & 8TH BOYS WRESTLING - ASST	5.50%	\$2,086.37
7TH & 8TH BOYS BASKETBALL - HEAD	6.00%	\$2,276.04
7TH & 8TH BOY BASKETBALL - ASST.	5.50%	\$2,086.37
7TH & 8TH BOYS TRACK - HEAD	6.00%	\$2,276.04
7TH & 8TH BOYS TRACK - ASST	5.50%	\$2,086.37
7TH & 8TH GIRLS BASKETBALL - HEAD	6.00%	\$2,276.04
7TH & 8TH GIRLS BASKETBALL - ASST	5.50%	\$2,086.37
7TH & 8TH GIRLS TRACK - HEAD	6.00%	\$2,276.04
7TH & 8TH GIRLS TRACK - ASST.	5.50%	\$2,086.37
M.S. BOYS/GIRLS INTRAMURALS	5.00%	\$1,896.70
Boys/Girls Bowling	7.00%	\$2,655.38

SPONSOR, DIRECTOR, AND UNCLASSIFIED

Club & administrative authorized activities (high need for supervision and time commitment)	fixed	\$1,000.00
Club & administrative authorized activities (moderate need for supervision and time commitment).	fixed	\$500.00
ANNUAL, H.S.	7.00%	\$2,655.38
ANNUAL, M.S.	3.75%	\$1,422.53
FCS SPONSOR	4.25%	\$1,612.20
HONOR SOCIETY	1.25%	\$474.18
AUDIO-VISUAL/or Business (FBA) CLUB	2.75%	\$1,043.19
STUDENT COUNCIL - H.S.	3.25%	\$1,232.86
STUDENT COUNCIL , M.S.	2.25%	\$853.52
JUNIOR CLASS SPONSOR	2.75%	\$1,043.19
SENIOR CLASS SPONSOR	2.75%	\$1,043.19
CHEERLEADER HEAD H.S.	Fixed	\$1000.00
SPANISH CLUB H.S.	2.75%	\$1,043.19
FFA SPONSOR	4.25%	\$1,612.20
NEWSPAPER SPONSOR	3.75%	\$1,422.53
GUIDANCE DIRECTOR	2.50%	\$948.35
FLAG TEAM DIRECTOR	1.50%	\$569.01
SUMMER BAND	6.50%	\$2,465.71
WEIGHT ROOM SUPERVISOR	3.25%	\$1,232.86
Odyssey of the Mind/Academic Decathlon	2.00%	\$758.68
SUPERVISION AT ELEM MUSIC PROGRAMS	0.10%	\$37.93
TICKET TAKER/SELLER, AND ASSIGNED SUPERVISION AT ACTIVITIES	0.10%	\$37.93

FILMING, FB SCOUTING, VB, FBG, BB WRESTLING TIMER OR SCORER	0.16%	\$60.69
Weightlifting Supervision Hourly		\$10.00
\$2,400 maximum at \$10 per hour		
BUS SPONSOR AND/OR ACTIVITY BUS SPONSOR WHEN ASSIGNED FROM CERTIFIED STAFF OUTSIDE OF THE REGULAR SCHOOL HOURS. (DOES NOT INCLUDE SPONSOR OF ACTIVITY)		
PER TRIP ONE WAY UNDER 50 MILE	0.13%	\$49.31
PER TRIP ONE WAY OVER 50 MILE	0.20%	\$75.87