

MASTER CONTRACT

BETWEEN THE

ATLANTIC COMMUNITY SCHOOL DISTRICT

AND THE

ATLANTIC EDUCATION ASSOCIATION

for the school year

2018-2019

Atlantic, Iowa

ARTICLE 1 SALARIES

Section 1: Certificated Salary Schedule 2018-19

Step	BA	BA+ 15	BA + 30	BA + 50/ MA	MA +15	MA + 30
0	32,059	33,341	34,624	35,906	37,188	38,471
1	33,341	34,675	36,009	37,342	38,676	40,010
2	34,624	36,009	37,394	38,779	40,164	41,548
3	35,906	37,342	38,779	40,215	41,651	43,087
4	37,188	38,676	40,164	41,651	43,139	44,626
5	38,471	40,010	41,548	43,087	44,626	46,165
6	39,753	41,343	42,933	44,524	46,114	47,704
7	41,036	42,677	44,318	45,960	47,601	49,243
8	42,318	44,011	45,703	47,396	49,089	50,781
9	43,600	45,344	47,088	48,832	50,576	52,320
10	44,883	46,678	48,473	50,269	52,064	53,859
11	46,165	48,012	49,858	51,705	53,551	55,398
12	47,447	49,345	51,243	53,141	55,039	56,937
13	<u>48,730</u>	50,679	52,628	54,577	56,526	58,476
14		<u>52,013</u>	54,013	56,013	58,014	60,014
15			55,398	57,450	59,502	61,553
16			<u>56,783</u>	<u>58,886</u>	<u>60,989</u>	63,092
17		52,574*				<u>64,631</u>
18						
19			57,425*	59,568*	61,711*	
20						65,432*
21						
22					62,432*	
23						66,234*

*This cell represents salary plus longevity and is for informational purposes only; it does not represent a step of the lane. The underlined cell is the top step of the lane.

The 4.0 index in this proposal is based horizontally on the beginning BA salary of \$32,059. Vertically, the 4.0 is applied against the beginning salary in each category.

Longevity: Longevity differential in addition to regular salary will be paid after three years at the top of salary lanes as listed below:

BA + 15	1.75%	of base salary (BA, Step 0)
BA + 30	2.00%	of base salary (BA, Step 0)
MA/BA + 50	2.125%	of base salary (BA, Step 0)
MA + 15	2.25%	of base salary (BA, Step 0)
MA + 30	2.50%	of base salary (BA, Step 0)

An additional longevity increment will be added after 6 years at the top of the MA + 15 and MA + 30 lanes and the completion of 3 additional hours graduate credit as listed below:

MA + 15	4.50%	of base salary (BA, Step 0)
MA + 30	5.00%	of base salary (BA, Step 0)

The longevity differential is a one-time increase which after it is earned will be added to the regular salary each year.

Section 2: Nurse Salary Schedule 2018-19

Step	LPN	RN	RN+30	BA
0	25,584	26,375	27,219	28,063
1	26,607	27,430	28,308	29,186
2	27,630	28,485	29,397	30,308
3	28,654	29,540	30,485	31,431
4	29,677	30,595	31,574	32,553
5	30,701	31,650	32,663	33,676
6	31,724	32,705	33,752	34,798
7	32,747	33,760	34,840	35,921
8	33,771	34,815	35,929	37,043
9	34,794	35,870	37,018	38,166
10	35,817	36,925	38,107	39,288
11	36,841	37,980	39,195	40,411
12	37,864	39,035	40,284	41,533
13	38,887	40,090	41,373	42,656
14	39,911	41,145	42,462	43,778

The 3.2 index is based horizontally on the beginning RN salary of \$26,375. Vertically, the 4.0 index is applied against the beginning salary in each category.

ARTICLE 2 SUPPLEMENTAL PAY

Section 1: Extra-Curricular Activity Pay Schedule

Extra-Curricular Activity	Position	% of	Dollar Amount \$43,500
FOOTBALL			
	Head Varsity	15.30%	\$6,656
	Assistant Varsity (2)	10.19%	\$4,433
	Head Junior Varsity	10.19%	\$4,433
	Assistant Junior Varsity	10.19%	\$4,433
	Head Freshman	7.51%	\$3,267
	Assistant Freshman	6.05%	\$2,632
	Head Middle School (2)	6.44%	\$2,801
	Assistant Middle School (2)	4.83%	\$2,101
BASKETBALL - BOYS			
	Head Varsity	15.30%	\$6,656
	Assistant Varsity	10.19%	\$4,433
	Head Junior Varsity	10.19%	\$4,433
	Head Freshman	7.51%	\$3,267
	Head Middle School (2)	6.44%	\$2,801
	Assistant Middle School	4.83%	\$2,101
BASKETBALL - GIRLS			
	Head Varsity	15.30%	\$6,656
	Assistant Varsity	10.19%	\$4,433
	Head Junior Varsity	10.19%	\$4,433
	Head Freshman	7.51%	\$3,267
	Head Middle School (2)	6.44%	\$2,801
	Assistant Middle School	4.83%	\$2,101
	Chaperone	3.63%	\$1,579
WRESTLING			
	Head Varsity	15.30%	\$6,656
	Assistant Varsity (2)	10.19%	\$4,433
	Head Middle School (2)	6.44%	\$2,801
	Assistant Middle School	4.83%	\$2,101
TRACK - BOYS			
	Head Varsity	13.95%	\$6,068
	Assistant Varsity (2)	8.58%	\$3,732
	Head Middle School	5.36%	\$2,332
	Assistant Middle School	4.46%	\$1,940

TRACK - GIRLS			
	Head Varsity	13.95%	\$6,068
	Assistant Varsity (2)	8.58%	\$3,732
	Head Middle School (2)	5.36%	\$2,332
	Assistant Middle School	4.46%	\$1,940
	Chaperone	3.63%	\$1,579
VOLLEYBALL			
	Head Varsity	15.30%	\$6,656
	Assistant Varsity	10.19%	\$4,433
	Head Freshman	7.51%	\$3,267
	Head Middle School (2)	6.44%	\$2,801
	Assistant Middle School	4.83%	\$2,101
	Varsity/JV Chaperone	3.63%	\$1,579
BASEBALL			
	Head Varsity	13.95%	\$6,068
	Assistant Varsity	8.58%	\$3,732
	Head Freshman	7.51%	\$3,267
SOFTBALL			
	Head Varsity	13.95%	\$6,068
	Assistant Varsity	8.58%	\$3,732
	Head Freshman	7.51%	\$3,267
CROSS COUNTRY			
	Head High School (2)	8.32%	\$3,619
	Assistant High School (2)	5.36%	\$2,332
	Head Middle School	5.90%	\$2,567
TENNIS			
	Head Varsity (2)	13.95%	\$6,068
	Assistant (2)	8.58%	\$3,732
SOCCER			
	Head Varsity (2)	13.95%	\$6,068
	Assistant Varsity (2)	8.58%	\$3,732
GOLF			
	Head Varsity (2)	13.95%	\$6,068
SWIMMING			
	Head High School (2)	8.32%	\$3,619
	Assistant High School (2)	5.36%	\$2,332
BOWLING			
	Head High School	8.32%	\$3,619
	Assistant High School	5.36%	\$2,332
CHEER/DANCE			

Head	12.50%	\$5,438
Assistant	7.50%	\$3,263
Middle School	3.76%	\$1,636
Head Dance Coach	12.50%	\$5,438
OTHER		
Academic Club Sponsor (Math, Spanish)	2.42%	\$1,053
Activity Club Sponsor (Archery, Pep Squad)	2.42%	\$1,053
Band, High School	15.30%	\$6,656
Band, Middle School	5.36%	\$2,332
Drama/Fall Play, High School	4.83%	\$2,101
Drama/Play, Middle School	2.00%	\$870
FFA Sponsor	6.44%	\$2,801
Flag Auxiliary	3.22%	\$1,401
Homecoming Float (4)	1.00%	\$435
Journalism, Needle News	4.00%	\$1,740
Journalism, Yearbook	4.00%	\$1,740
Junior Class Sponsor	2.00%	\$870
National Honor Society	3.00%	\$1,305
Prom	2.00%	\$870
Senior Breakfast	1.00%	\$435
Sets, High School	2.84%	\$1,235
Sets, Middle School	1.40%	\$609
Speech and Debate, Head	13.95%	\$6,068
Speech and Debate, Assistant	4.02%	\$1,749
Student Council, High School	11.00%	\$4,785
Student Council, Middle School	2.00%	\$870
Ticket Manager	8.58%	\$3,732
Vocal Musical, High School	13.95%	\$6,068
Vocal Musical Assistant, High School	4.83%	\$2,101
Vocal Music, Middle School	5.36%	\$2,332
Vocal Music, Elementary	1.40%	\$609

ARTICLE 3 SAVINGS CLAUSE

- A. In the event that any provisions of this Agreement shall become void or illegal during the term of this Agreement such provision shall become inoperative, but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

**ARTICLE 4
DURATION PERIOD**


- A. This Master Contract shall be effective commencing on July 1, 2018, and ending on June 30, 2019.

**ARTICLE 5
SIGNATURE CLAUSE**


In witness whereof the parties have caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the _____ day of _____ 2018.

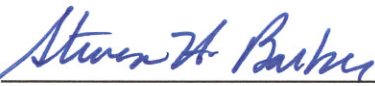
ATLANTIC EDUCATION ASSOCIATION

6-12-2018
By 
Its President

6-14-2018
By 
Its Chief Negotiator

ATLANTIC COMMUNITY SCHOOL DISTRICT

6-14-18
By 
Its President

6-19-18
By 
Its Chief Negotiator