

MASTER CONTRACT

BETWEEN THE

ATLANTIC COMMUNITY SCHOOL DISTRICT

AND THE

ATLANTIC EDUCATION ASSOCIATION

for the school year

2017-2019

Atlantic, Iowa

**ARTICLE 1  
SALARIES**

**Section 1: Certificated Salary Schedule 2017-18**

Step	BA	BA+ 15	BA + 30	BA + 50/ MA	MA +15	MA + 30
0	35,049	36,451	37,853	39,255	40,657	42,059
1	36,451	37,910	39,368	40,826	42,284	43,742
2	37,853	39,368	40,882	42,396	43,910	45,424
3	39,255	40,826	42,396	43,966	45,536	47,107
4	40,657	42,284	43,910	45,536	47,163	48,789
5	42,059	43,742	45,424	47,107	48,789	50,471
6	43,461	45,200	46,938	48,677	50,415	52,154
7	44,863	46,658	48,452	50,247	52,041	53,836
8	46,265	48,116	49,967	51,817	53,668	55,518
9	47,667	49,574	51,481	53,387	55,294	57,201
10	49,069	51,032	52,995	54,958	56,920	58,883
11	50,471	52,490	54,509	56,528	58,547	60,566
12	51,873	53,948	56,023	58,098	60,173	62,248
13	<u>53,275</u>	55,406	57,537	59,668	61,799	63,930
14		<u>56,864</u>	59,051	61,238	63,426	65,613
15			60,566	62,809	65,052	67,295
16			<u>62,080</u>	<u>64,379</u>	<u>66,678</u>	68,977
17		57,417*				<u>70,660</u>
18						
19			62,711*	65,050*	67,389*	
20						71,449*
21						
22					68,099*	
23						72,239*

\*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 \$35,049. 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 2017-18**

Step	LPN	RN	RN+30	BA
0	25,118	25,895	26,723	27,552
1	26,123	26,931	27,792	28,654
2	27,127	27,966	28,861	29,756
3	28,132	29,002	29,930	30,858
4	29,137	30,038	30,999	31,960
5	30,142	31,074	32,068	33,062
6	31,146	32,110	33,137	34,165
7	32,151	33,145	34,206	35,267
8	33,156	34,181	35,275	36,369
9	34,160	35,217	36,344	37,471
10	35,165	36,253	37,413	38,573
11	36,170	37,288	38,482	39,675
12	37,175	38,324	39,551	40,777
13	38,179	39,360	40,620	41,879
14	39,184	40,396	41,689	42,981

The 3.2 index is based horizontally on the beginning RN salary of \$25,895. 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 BA, Step 6	Dollar Amount
		<i>BA Step 6 =</i>	<i>\$43,461</i>
<b>FOOTBALL</b>			
	Head Varsity	15.30%	\$6,650
	Assistant Varsity (2)	10.19%	\$4,429
	Head Junior Varsity	10.19%	\$4,429
	Assistant Junior Varsity	10.19%	\$4,429
	Head Freshman	7.51%	\$3,264
	Assistant Freshman	6.05%	\$2,629
	Head Middle School (2)	6.44%	\$2,799
	Assistant Middle School (2)	4.83%	\$2,099
<b>BASKETBALL - BOYS</b>			
	Head Varsity	15.30%	\$6,650
	Assistant Varsity	10.19%	\$4,429
	Head Junior Varsity	10.19%	\$4,429
	Head Freshman	7.51%	\$3,264
	Head Middle School (2)	6.44%	\$2,799
	Assistant Middle School	4.83%	\$2,099
<b>BASKETBALL - GIRLS</b>			
	Head Varsity	15.30%	\$6,650
	Assistant Varsity	10.19%	\$4,429
	Head Junior Varsity	10.19%	\$4,429
	Head Freshman	7.51%	\$3,264
	Head Middle School (2)	6.44%	\$2,799
	Assistant Middle School	4.83%	\$2,099
	Chaperone	3.63%	\$1,578
<b>WRESTLING</b>			
	Head Varsity	15.30%	\$6,650
	Assistant Varsity (2)	10.19%	\$4,429
	Head Middle School (2)	6.44%	\$2,799
	Assistant Middle School	4.83%	\$2,099
<b>TRACK - BOYS</b>			
	Head Varsity	13.95%	\$6,063
	Assistant Varsity (2)	8.58%	\$3,729

	Head Middle School	5.36%	\$2,330
	Assistant Middle School	4.46%	\$1,938
<b>TRACK - GIRLS</b>			
	Head Varsity	13.95%	\$6,063
	Assistant Varsity (2)	8.58%	\$3,729
	Head Middle School (2)	5.36%	\$2,330
	Assistant Middle School	4.46%	\$1,938
	Chaperone	3.63%	\$1,578
<b>VOLLEYBALL</b>			
	Head Varsity	15.30%	\$6,650
	Assistant Varsity	10.19%	\$4,429
	Head Freshman	7.51%	\$3,264
	Head Middle School (2)	6.44%	\$2,799
	Assistant Middle School	4.83%	\$2,099
	Varsity/JV Chaperone	3.63%	\$1,578
<b>BASEBALL</b>			
	Head Varsity	13.95%	\$6,063
	Assistant Varsity	8.58%	\$3,729
	Head Freshman	7.51%	\$3,264
<b>SOFTBALL</b>			
	Head Varsity	13.95%	\$6,063
	Assistant Varsity	8.58%	\$3,729
	Head Freshman	7.51%	\$3,264
<b>CROSS COUNTRY</b>			
	Head High School (2)	8.32%	\$3,616
	Assistant High School (2)	5.36%	\$2,330
	Head Middle School	5.90%	\$2,564
<b>TENNIS</b>			
	Head Varsity (2)	13.95%	\$6,063
	Assistant (2)	8.58%	\$3,729
<b>SOCCER</b>			
	Head Varsity (2)	13.95%	\$6,063
	Assistant Varsity (2)	8.58%	\$3,729
<b>GOLF</b>			
	Head Varsity (2)	13.95%	\$6,063
<b>SWIMMING</b>			
	Head High School (2)	8.32%	\$3,616
	Assistant High School (2)	5.36%	\$2,330

**BOWLING**

Head High School	8.32%	\$3,616
Assistant High School	5.36%	\$2,330

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**CHEER/DANCE**

Head	12.50%	\$5,433
Assistant	7.50%	\$3,260
Middle School	3.76%	\$1,634
Head Dance Coach	12.50%	\$5,433

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**OTHER**

Academic Club Sponsor (Math, Spanish)	2.42%	\$1,052
Activity Club Sponsor (Archery, Pep Squad)	2.42%	\$1,052
Band, High School	15.30%	\$6,650
Band, Middle School	5.36%	\$2,330
Drama/Fall Play, High School	4.83%	\$2,099
Drama/Play, Middle School	2.00%	\$869
FFA Sponsor	6.44%	\$2,799
Flag Auxiliary	3.22%	\$1,399
Homecoming Float (4)	1.00%	\$435
Journalism, Needle News	4.00%	\$1,738
Journalism, Yearbook	4.00%	\$1,738
Junior Class Sponsor	2.00%	\$869
National Honor Society	3.00%	\$1,304
Prom	2.00%	\$869
Senior Breakfast	1.00%	\$435
Sets, High School	2.84%	\$1,234
Sets, Middle School	1.40%	\$608
Speech and Debate, Head	13.95%	\$6,063
Speech and Debate, Assistant	4.02%	\$1,747
Student Council, High School	11.00%	\$4,781
Student Council, Middle School	2.00%	\$869
Ticket Manager	8.58%	\$3,729
Vocal Musical, High School	13.95%	\$6,063
Vocal Musical Assistant, High School	4.83%	\$2,099
Vocal Music, Middle School	5.36%	\$2,330
Vocal Music, Elementary	1.40%	\$608

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**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, 2017, and ending on June 30, 2019. The parties agree to reopen the Master Contract for purposes of negotiating base wages and any other article or provision of the Master Contract for the second year of this agreement, with any changes to be effective July 1, 2018.

**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 \_\_\_\_\_ 2017.

ATLANTIC EDUCATION ASSOCIATION

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Chief Negotiator

ATLANTIC COMMUNITY SCHOOL DISTRICT

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Chief Negotiator