

MASTER CONTRACT

BETWEEN THE

ATLANTIC COMMUNITY SCHOOL DISTRICT

AND THE

ATLANTIC EDUCATION ASSOCIATION

for the school year

2019-20

Atlantic, Iowa

**ARTICLE 1
SALARIES**

Section 1: Certificated Salary Schedule 2019-20

Step	BA	BA+ 15	BA + 30	BA + 50/ MA	MA +15	MA + 30
0	32,124	33,409	34,694	35,979	37,264	38,549
1	33,409	34,745	36,082	37,418	38,754	40,091
2	34,694	36,082	37,469	38,857	40,245	41,633
3	35,979	37,418	38,857	40,296	41,736	43,175
4	37,264	38,754	40,245	41,736	43,226	44,717
5	38,549	40,091	41,633	43,175	44,717	46,259
6	39,834	41,427	43,020	44,614	46,207	47,801
7	41,119	42,763	44,408	46,053	47,698	49,342
8	42,404	44,100	45,796	47,492	49,188	50,884
9	43,689	45,436	47,184	48,931	50,679	52,426
10	44,974	46,773	48,571	50,370	52,169	53,968
11	46,259	48,109	49,959	51,810	53,660	55,510
12	47,544	49,445	51,347	53,249	55,150	57,052
13	<u>48,828</u>	50,782	52,735	54,688	56,641	58,594
14		<u>52,118</u>	54,123	56,127	58,132	60,136
15			55,510	57,566	59,622	61,678
16			<u>56,898</u>	<u>59,005</u>	<u>61,113</u>	63,220
17		52,680*				<u>64,762</u>
18						
19			57,540*	59,688*	61,836*	
20						65,565*
21						
22					62,559*	
23						66,368*

*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 \$32,124. Vertically, the 4.0 is applied against the beginning salary in each category.

The above salaries do not include the additional Teacher Salary Supplement payment that is paid to all teachers.

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 2019-20

Step	LPN	RN	RN+30	BA
0	25,647	26,440	27,286	28,132
1	26,673	27,498	28,378	29,257
2	27,699	28,555	29,469	30,383
3	28,724	29,613	30,560	31,508
4	29,750	30,670	31,652	32,633
5	30,776	31,728	32,743	33,759
6	31,802	32,786	33,835	34,884
7	32,828	33,843	34,926	36,009
8	33,854	34,901	36,018	37,134
9	34,880	35,958	37,109	38,260
10	35,906	37,016	38,201	39,385
11	36,931	38,074	39,292	40,510
12	37,957	39,131	40,383	41,636
13	38,983	40,189	41,475	42,761
14	40,009	41,246	42,566	43,886

The 3.2 index is based horizontally on the beginning RN salary of \$26,440. 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 <i>\$43,500</i>
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
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BOWLING			
	Head High School	8.32%	\$3,619
	Assistant High School	5.36%	\$2,332
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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
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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, 2019, and ending on June 30, 2020.

**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 24th day of April, 2019.

ATLANTIC EDUCATION ASSOCIATION

By _____
Its President

By _____
Its Chief Negotiator

ATLANTIC COMMUNITY SCHOOL DISTRICT

By _____
Its President

By _____
Its Chief Negotiator