

**NEGOTIATED AGREEMENT
AND THE 2024-2025 SCHOOL YEAR
LEOLA SCHOOL DISTRICT 44-2**

Parties to the agreement are: The Leola Education Association and the Leola School Board.
This agreement is related to all certified Teachers and includes the following:

1. SALARY

- A. Salary for all staff will receive a \$3,200.00 increase and \$3,200.00 on the base.
- B. A salary guide will be used to set pay and to place new employees on salary with up to five years' experience, and to show salary increases for added education by the staff. The board reserves the right to hire above or below the schedule. See attachment #1.
- C. The base salary for incoming certified teachers will be \$46,000 for 2024-2025.
- D. Longevity Bonus: \$500, added to salary on the 10th year of continuous full time service as certified staff in the Leola School District and \$1000 on the 20th year, and each additional year, of continuous full time service as certified staff in the Leola School District. Any staff hired after the 20-21 school year will be eligible for \$500 added to salary on the 10th year of continuous full time service and \$1,000 added to salary on the 20th year of continuous full time service.
 - i. Bonus amounts will be prorated for part-time employees that have provided continuous service.

2. HEALTH INSURANCE

- A. The school district's monthly contribution to health insurance for 2024-2025 will be: \$650.00 per employee. Employees who were grandfathered in to receive \$745, will still receive \$745.
- B. Leola School District will assume all control of insurance, such as provider, plan, options, etc. A committee of teachers will be formed by the LEA in 2025, to research and provide input and suggestions regarding insurance for the coming year. This report will be presented in writing to the administration for board consideration no later than February 1st. Board members will then discuss at the February board meeting. Dental insurance will be considered part of health insurance and will continue to be offered by the district. If a teacher elects not to participate in the district group health plan, no reimbursement shall be made to said teacher. Married employees will each receive \$650 to use towards a school insurance plan. Staff members who leave employment of the Leola School district will be limited to 18-month COBRA coverage; in accordance with federal law. Vision insurance will be considered part of health insurance, under a group policy, with certified staff paying the premium so that the district assumes no financial responsibility.

- A. At the termination of employment, payment will be made for accumulated sick leave at the current rate equal to the certified substitute salary then in effect, times one half (1/2) of the unused sick leave and subject to the following limitations: The individual must be employed by the Leola School District for a minimum of seven (7) years. Such payment will be made on retirement, voluntary resignation, or death. Such payment will be made in a lump sum on or before the last day of the school term except that payment following death may be made at the earliest opportunity. Employees shall designate a beneficiary to the business manager. This payment does not include the sick leave bank accumulation.
- B. Death of employee under contract days will be prorated out for days that were worked. Monthly salary will be paid until the full prorated balance is paid in full.

7. SICK/MATERNITY LEAVE BANK:

- A. Upon being hired into the district, an employee must donate at least one day from their personal sick leave to the sick bank and /or at least one day from their personal sick leave to the maternity bank if they would like to use days from the bank. Donations must be made on a sick/maternity bank form the first week of school. Once days are donated to the sick bank, they will remain in the sick bank until used, even if the donating staff member leaves the district. Those teachers who donated are eligible to use these days upon depletion of their own sick/personal leave and approved by the LEA executive committee, superintendent, and a school board representative. All donated days will count towards banked amount. The most days that can be given out in one year are 60 sick days and 30 maternity days.

Sick Leave- Teachers wishing to use sick leave bank must submit a written request along with a physician's statement in advance of taking any leave to the LEA executive committee. Teachers may use up to 25 sick leave days from this bank. In the event of needing more than the 25-day limit, an applicant can reapply. The superintendent, LEA executive committee and a school board representative will determine emergency sick bank usage.

Maternity/Paternity Leave- Teachers wishing to use maternity/paternity leave must submit a written request in advance of taking any leave to the LEA executive committee. Teachers may use up to 10 maternity/paternity leave days from this bank after accumulated sick and personal leave days are exhausted. Once 30 days are used, maternity/paternity leave will no longer be granted for that year.

8. ATTENDANCE INCENTIVE POLICY:

- A. \$5,000.00 will be put in a fund at the beginning of the year. By the end of the year that money will be divided among unused days and given to employees. Ex: Employee gets 10 sick/3 personal days. They use 7 = 3 left unused. The number of unused from each employee will be added together and will divide out the \$5,000 to employees with leftover days.

things, recommendations of administrative staff qualifications, years of service and educational background in selecting the person to be hired. A recalled teacher shall retain previously accumulated benefits.

- B. Recall privileges cease when a staff member resigns. Recall privileges will also cease if upon being recalled the staff member fails to report within 20 calendar days after the mailing of a written notice of recall. Such notices shall be sent by certified mail to the last address furnished to the Superintendent by the staff member and the 20-day period privileges will not apply to teachers under contract with another school district unless that recall is for anticipated positions in the ensuing year.

13. TEACHER EVALUATION POLICY: will be followed according to mandates from the state.

14. PART-TIME TEACHERS: Part-time teachers will be eligible to receive a prorated percentage of district benefits.

15. TEACHER IN-SERVICE: There will be 5 in-service days incorporated into the school calendar each year. A maximum of 2 additional in-service days can be added into the calendar upon administration's request. Teacher in-service days outside of contract days will be paid at (\$125.00/day) for certified staff.

16. TEACHER CONTRACTUAL DAYS:

- A. In good faith, certified staff will fulfill an eight-hour day.
- B. 176 Contract Days
- C. Follow the approved calendar for teacher contractual days.
- D. When teachers have to substitute for another class during their prep time they will be compensated \$15 per class period for grades 6-12 and \$15 per hour for staff JK-5. Said teacher will track and voucher out said times at the end of the week pending they were not given this prep time back on a different day.
- E. Staff work days will not contain in-service or MTSS grant requirements.

17. EXTRA DUTY: Compensation for extra duty assignments will be re-evaluated every 3 years. The next year to evaluate is 2025. Items may be added to the table at the discretion of the board or administration.

18. LIQUIDATED DAMAGES:

The following penalties may be applied for teachers requesting release from a contract.

- A. After Board Approval - \$1000
- B. After June 1st- \$2000
- C. After July 1st- 20% of base salary. Not to exceed one month's salary

The board may give due consideration to the individual's circumstances for request and opt for a lesser amount. Should an individual's teaching assignment be drastically changed after a contract is signed, the penalty will not be applied if request is received with 10 days of notification of change.

Attachment 1

Salary Hiring Guide 2024-2025

Years	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30
0	\$ 46,000.00	\$ 46,600.00	\$ 47,200.00	\$ 47,800.00	\$ 48,400.00	\$ 49,000.00	\$ 49,600.00
1	\$ 46,300.00	\$ 46,900.00	\$ 47,500.00	\$ 48,100.00	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00
2	\$ 46,600.00	\$ 47,200.00	\$ 47,800.00	\$ 48,400.00	\$ 49,000.00	\$ 49,600.00	\$ 50,200.00
3	\$ 46,900.00	\$ 47,500.00	\$ 48,100.00	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00	\$ 50,500.00
4	\$ 47,200.00	\$ 47,800.00	\$ 48,400.00	\$ 49,000.00	\$ 49,600.00	\$ 50,200.00	\$ 50,800.00
5	\$ 47,500.00	\$ 48,100.00	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00	\$ 50,500.00	\$ 51,100.00

This schedule is to be used by school board for hiring new teachers to our district, allowing up to five years of experience, and to compensate teachers for additional course work. Teachers receive a raise of \$600 for each new 15 hours of graduate credit after BS, \$600 for achieving their MS degree, and \$600 for each new 15 hours of graduated credit after MS. The school board reserves the right to hire above or below the schedule.