

**NEGOTIATED AGREEMENT
AND THE 2026-2027 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 \$1,000 increase.
- 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 \$47,500 for 2026-2027.
- 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 2026-2027 will be: \$783.10 per employee. Employees who were grandfathered in to receive \$745, will still receive \$851.
- B. Leola School District will assume all control of insurance, such as provider, plan, options, etc. 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 \$783.10 to use towards a school insurance plan. 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.
- C. The school will provide a \$30,000 life insurance policy for each teacher.

- 3. PERSONAL LEAVE:** Personal leave may normally be approved by the Administration by making such arrangements a few days in advance. Teachers will be granted 3 days personal leave that may be used during the contract year. Unused personal leave may accumulate from year to year

to a maximum of nine (9) days. However, no more than six days may be carried over to the next year. A request can be made to the Superintendent to convert three sick days to 1 personal day once per contract year. One day over the accumulated amount may be used with the teacher accepting a pay reduction in the amount of salary for a substitute, but the additional day will not accumulate if unused. Personal leave is to be considered personal. A teacher may request in writing compensation at current substitution rate per day up to three days per year of unused personal days. The request can be made one time per year in May.

4. **PROFESSIONAL LEAVE:** Professional leave must be requested by the teacher and approved by the administration on behalf of the school board. Allowable expenses include: registration, mileage, meals, and boarding.
5. **SABBATICAL LEAVE:** A sabbatical leave may be granted to a teacher for the purpose of professional improvement subject to the conditions established by the school board. To be eligible an individual must have been continuously employed at least seven (7) years as a teacher in the district. The leave shall be limited to teachers centering their study to the area of employment and shall not be used for retraining in a new area unless it is at the request of the school board. The Superintendent and the school board must approve the proposed program of study in advance and such program of study shall be in formal educational course credit. Applications for this leave shall be submitted in writing to the Superintendent at the earliest possible date, but in no case shall this be after March 1st of the year preceding the school year in which the leave is sought. The leave shall be limited to one teacher in any one year and is purely within the discretion of the board as to be being granted. There will be no advance on the salary schedule during the period on leave nor will the teacher receive any compensation or fringe benefits during this time. A teacher receiving a sabbatical leave must agree in writing to return to the school district for at least two years of service after the completion of the sabbatical leave. The application for the leave shall contain a detailed description of the intended activity and expected benefit to the school district, including, but not limited to, the institution where study will take place, courses and number of credits to be carried, and all other details surrounding the program. The leave shall be limited to one year and contingent upon the ability to secure an acceptable substitute.
6. **SICK LEAVE:** Each teacher will be granted ten (10) days of sick leave at the beginning of each year. Unused sick leave during the year may be accumulated to a maximum of seventy days. However, no more than sixty days may be carried over to the next year. Sick leave may be used for illness or emergencies and may include family illness, family funeral, funerals of a very close friend, or medical appointment. The family is defined as including father, mother, husband, wife, son, daughter, sister, brother, grandparents, and grandchildren. If a teacher is married, this will include similar relatives or friends of the spouse. Arrangements for sick leave should be made through the Superintendent. The Superintendent will have authority to determine what constitutes an emergency.
 - 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 sick leave/maternity/paternity leave bank has been established for teachers. To use the bank, an employee must first donate 1 day per type of leave they are wanting to use. Donated days must be completed via a form by the end of the first week of school. Any days that exceed a certified staff member's maximum allowance at the end of the school year will be rolled over into this bank, with a cap of 200 days. Once days have been donated, they will remain in the bank until used, even if the donating staff member leaves the district. To pull from either bank, a teacher's entire personal/sick days must be used first. Specifications for each leave type are as follows:

- **Sick Leave:** Teachers wishing to use sick leave must submit a written request, along with a physician's statement at their earliest convenience to the LEA executive committee. Teachers may request up to 25 sick leave days and can reapply for additional days if the need arises.
- **Maternity/Paternity Leave:** Teachers wishing to use maternity/paternity leave must submit a written request before entering maternity/paternity leave to the LEA executive committee. Teachers may request up to 10 maternity/paternity leave days from the bank to be used upon arrival of baby.

If a teacher has been granted leave from a particular bank, they must donate another day the following school year, to be eligible for that leave again. All leave requests will need final approval from the superintendent.

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 = 6 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.

9. **FMLA:** The Leola School District shall comply with mandatory provisions of the **Family and Medical Leave Act of 2008**. The Superintendent shall administer leave policies adopted by the school board, setting forth the rights and procedures granted by the Act, and shall ensure compliance with those policies either personally or, by delegation. See FMLA policy located in the Policy Handbook. Upon satisfactory completion of the leave the teacher shall be assigned to a position commensurate with the one occupied prior to the leave. When the teacher returns to the district they shall retain any accrued longevity bonuses that were his/hers before the leave granted under this Act in accordance with Federal Law.

10. Early Retirement policy any certified staff member with twenty (20) years' service to the Leola School District and who will reach the minimum age of fifty-five during the calendar year of last service day may elect to retire early. A full-time certified staff member electing retirement under this policy shall be extended the opportunity to participate in the then existing health insurance program at his/her total expense (100% insurance premium) and providing such notice of intent to the business manager with 60 days of the elected early retirement date. This opportunity for coverage will be provided until eligible for Medicare.

11. STAFF REDUCTION:

- A. No professional staff member protected by statutory continuing contract provisions will be non-reemployed while qualified and certificated for a position held by a person temporarily or not fully certificated by the State Board of Education. Seniority can be considered, but is not the only factor.
- B. When paragraph B does not apply in the district, the Leola Board hereby establishes the following criteria (not necessarily in order of priority), any of which may be used in determining which professional staff will be affected by staff reductions: student needs, financial condition of the district, recommendations of administrative staff, evaluation records, competency, qualifications, certification, longevity, educational background, salaries, federal and state affirmative action requirements, as well as any other relevant considerations.

12. RECALL OF STAFF MEMBER

- A. For the purpose of this policy, the effective date of a lay-off reduction in force shall be June 30. If, during the first fiscal year subsequent to the time a continuing contract teacher is laid-off due to reduction in staff and a vacancy occurs in the grade, subject areas and activities in which a laid-off teacher had been teaching, reemployment shall be extended to the teacher in reverse order of lay-off. When more than one staff member has the same recall date and is qualified for the open position, the board may consider, among other 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. On Fridays all teachers will be permitted to leave at 3:30 pm.
- C. 176 Contract Days
- D. Follow the approved calendar for teacher contractual days.
- E. When teachers have to substitute for another class during their prep time they will be compensated \$25 per class period for grades 6-12 and \$25 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.
- F. Staff work days will not contain in-service or MTSS grant requirements. When teachers actively supervise students at evening events, teachers may leave at 2:00 pm the next available workday. They must document this as professional leave in Red Rover.
- G. All staff will get one activity pass and \$25/night worked (taking tickets)

17. **LIQUIDATED DAMAGES:**

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

- A. Following the completion of negotiations and School Board approval - \$1000
- B. After June 1st- \$2000
- C. After July 1st- 20% of base salary. Not to exceed one month's salary

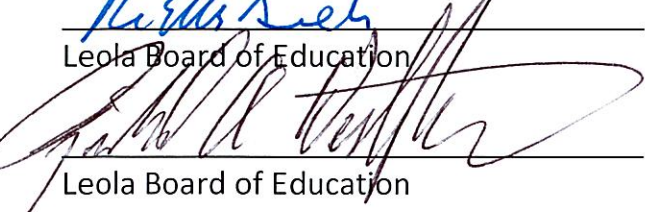
The board may give due consideration to the individual's circumstances for request and opt for a lesser amount. Should an individual's teaching assignment be drastically changed after a contract is signed, the penalty will not be applied if request is received with 10 days of notification of change.

18. **LUNCH DUTY:** Certified staff will have lunch duty one day per week and receive a free meal when on duty. Additionally, each teacher has free access to the salad bar daily.

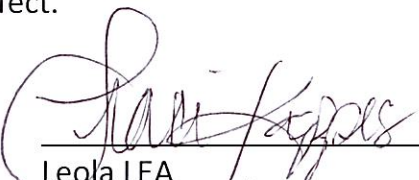
19. **SAVINGS CLAUSE:** If during the term of this agreement a specific part is found to be illegal the remainder of the agreement shall remain in effect.



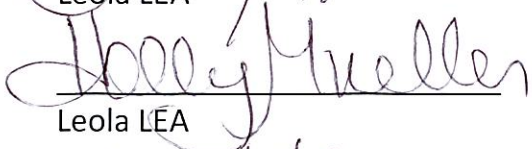
Leola Board of Education



Leola Board of Education



Leola LEA



Leola LEA



Leola LEA

Attachment 1

Salary Hiring Guide 2026-2027

Years	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30
0	\$ 47,500.00	\$ 48,100.00	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00	\$ 50,500.00	\$ 51,100.00
1	\$ 47,800.00	\$ 48,400.00	\$ 49,000.00	\$ 49,600.00	\$ 50,200.00	\$ 50,800.00	\$ 51,400.00
2	\$ 48,100.00	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00	\$ 50,500.00	\$ 51,100.00	\$ 51,700.00
3	\$ 48,400.00	\$ 49,000.00	\$ 49,600.00	\$ 50,200.00	\$ 50,800.00	\$ 51,400.00	\$ 52,000.00
4	\$ 48,700.00	\$ 49,300.00	\$ 49,900.00	\$ 50,500.00	\$ 51,100.00	\$ 51,700.00	\$ 52,300.00
5	\$ 49,000.00	\$ 49,600.00	\$ 50,200.00	\$ 50,800.00	\$ 51,400.00	\$ 52,000.00	\$ 52,600.00

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.

Attachment 2

Extra-Curricular

This schedule will follow the co-op annual salary increase (average between the two schools; capped at 5%)

<u>Item</u>	<u>2025-26</u>
Band Events	\$1,020.00
Choir Events	\$510.00
Prom/Class Trip	\$605.00
Jr. Class Concessions	\$1,500.00
Student Council	\$1,100.00
Drama	\$1,100.00
Educator's Rising	\$1,100.00
FBLA	\$1,100.00
FFA Advisor	\$1,100.00
Flag Corp	\$255.00
Yearbook	\$1,100.00
After School Director	\$1,650.00
Assistant After School Director (2)	\$1,100.00
Head Golf	\$2,060.40
Head Track	\$3,914.76
Assistant Track	\$3,193.62
Head Cross Country	\$3,800.00
Powerlifting	\$3,800.00
Testing Coordinator	\$5,000.00
Transportation Director	\$4,000.00
EL Coordinator	\$1,200.00
E-Sports Advisor	\$1,020.00
Virtual School Instructor	Per Student Fee
Driver's Ed	\$25/Hour
Club Activity for 40 hours	\$1,020.00
Certified Colony Teacher	
Years 1-5	\$1,325.00
Years 6-10	\$1,930.00
Years 11-15	\$2,480.00
Years 16+	\$2,810.00

Memorandum of Understanding between the LEA and Leola School Board - Jr. Class Concessions salary to \$1,500.00 with an additional \$1,000 to be paid from the class custodial account.