

AGREEMENT

BETWEEN

THE CARDINAL COMMUNITY SCHOOL
DISTRICT

AND

THE CARDINAL
EDUCATION ASSOCIATION

2022-2025



ARTICLE I RECOGNITION

The Board of Education of the Cardinal Community School District recognizes the Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case 413) issued by the PERB on the 19th day of November, 1975, (and recertified in 2017) and who are employed by the Cardinal Community School District. The bargaining unit is as follows:

INCLUDED: Anyone regularly employed by the Cardinal Community School District as a full or regular part-time teacher, librarian, guidance counselor, ESEA teacher, nurse, learning disabilities teacher, special education teacher, and who holds a current valid certificate from the State of Iowa for any of the positions.

EXCLUDED: All of those not listed above and employed by the Cardinal Community School District, including but not limited to teacher aides, substitute teachers, cafeteria workers, bus drivers, secretaries, janitors, and all other employees specifically prohibited by law.

The term “Board” as used in this Agreement shall mean the Board of Education of the District or its duly authorized representatives.

The term “Employee” as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by PERB.

The term “Association” as used in this Agreement shall mean the Cardinal Education Association or its duly authorized representatives or agents.

ARTICLE II PROCEDURES FOR NEGOTIATIONS

Section A Initialing Tentative Agreements

If both parties agree, articles tentatively agreed to may be initialed by each party, dated, and set aside subject to final ratification of the agreement.

Section B Request for Meetings

Request from the Association for negotiation meetings shall be made through the Superintendent of Schools.

Section C Negotiation Teams

Neither party in negotiations shall have control over the selection of the bargaining representatives of the other party.

ARTICLE III SALARY SCHEDULE

CARDINAL CSD TEACHERS

2022-2023 SALARY SCHEDULE										Teacher Quality (Teacher Quality & Phase II)
STEPS	BA/BSN	BA+15	BA+30	BA+45/MA	MA+15	MA+30	RN	BSN	This section demonstrates information used when the decision was made to go to the placement-type (pool) schedule. It is historical data only.	
	1.00	1.06	1.09	1.12	1.18	1.21	0.90			
GENERATOR BASE at Placement	28,065									
STEP 0	28,065	29,749	30,591	31,433	33,117	33,959	25,259	28,065		
		1,684	842	842	1,684	842			<input style="width: 50px; height: 15px; border: 1px solid black;" type="text"/>	
	POOLS	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	BSN	
2022-2023 Pool Increase	1,100	New Base at 37,800 (formerly step 5) Added \$ to BA +15 lane and beyond								

Supplemental Schedule

2022-23

Generator Base for Just Supplemental, \$29,065

Year	2%	2.5%	3%	3.5%	4%	4.5%	6.5%	7%	8%	10%	12%	14%	18%
11	7%	7.5%	8%	8.5%	9%	9.5%	11.5%	12%	13%	15%	17%	19%	23%
10													
9	6%	6.5%	7%	7.5%	8%	8.5%	10.5%	11%	12%	14%	16%	18%	22%
8													
7	5%	5.5%	6%	6.5%	7%	7.5%	9.5%	10%	11%	13%	15%	17%	21%
6													
5	4%	4.5%	5%	5.5%	6%	6.5%	8.5%	9%	10%	12%	14%	16%	20%
4													
3	3%	3.5%	4%	4.5%	5%	5.5%	7.5%	8%	9%	11%	13%	15%	19%
2													
1	2%	2.5%	3%	3.5%	4%	4.5%	6.5%	7%	8%	10%	12%	14%	18%
	2%			3.5%			6.5%			10%			
	EL/MS Vocal			FCCLA			HS Ybook/Club			HS Ass't			
	LEGO League			Senior Class						FB, VB, BB, WR, Base, SB, TR, CC			
				Art Club						FFA			
				Foreign Lang						Summer Sports Trng Coordinator			
				NHS						Trap Shooting			
										Fishing Club			
	2.5%			4%			7%			12%			
	MS STUCO			Tech Ass't			JR Head & Ass't			HS Track, CC			
	SAT			Jr/Sr Audio Vis			FB, VB, BB, WR, TR			HS/JR Band			
	Mock Trial			EL Audio Vis			Comet Café			HS/MS/EL Choir/Vocal			
	MS Ass't DC Trip			MS/EL Ybook						Tech Dir & Ass't			
	3%			4.5%			8%			14%			
	HS Speech			HS STUCO			HS Choir/Vocal			HS FB, VB, WR, BB, Base, SB			
	Quiz Bowl			HS Cheer			Tech Dir						
				HS Drama			HS & EL Choir/Vocal						
				Jr Cheer						18%			
				Junior Class						K-12 Activities Director			
				MS DC Trip									
Some of the positions listed above are alternatives. Not all positions will be filled.													
All clubs and organizations are considered active if they meet at least monthly for an hour in applicable seasons and follow all regional charter obligations. Minutes from the monthly meetings shall be submitted to the Superintendent, within one week following each meeting.													
At the start of the third year, fifth year, seventh year, ninth year and eleventh year, those individuals on the Supplemental Schedule that have remained in the same position at Cardinal shall receive an additional 1%. However, employees shall be limited to receiving a maximum of 5% additional beyond the base rate for the position. Employees who transfer positions within the same schedule activity shall be allowed to take their years of experience for prior high school head coaching experience in the same sport. High school coaches bringing in eight years of experience remain subject to the 5% experience cap applicable to all of the Supplemental Schedule.													

ARTICLE IV AGREEMENT/DURATION

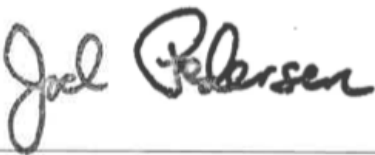
If any provisions or applications of this Agreement are held to be contrary to law then such provision or application shall not be deemed valid except to the extent permitted by law. All other provisions or applications shall continue in full force and effect. Whenever any notice is required to be given by either of the parties to this Agreement to the other, either party shall do so by letter in person at the following designated address or at such other address as may be determined by a party in written notification of the other part.

If by the Association, to the Board at:
Office of the Superintendent
Cardinal Community Schools
Eldon, IA 52554

If by the Board, to the Association at:

President, Cardinal Education Association
Cardinal Community Schools
Eldon, IA 52554

- B. This agreement will be posted on the district website.
- C. The duration of the Agreement will extend from July 1, 2022 to June 30, 2025.



For the District



For Cardinal Education Association