Cardinal
Community School District

AGREEMENT

BETWEEN

THE CARDINAL COMMUNITY SCHOOL DISTRICT

AND

THE CARDINAL SUPPORT PERSONNEL ASSOCIATION

2025-2028
Pay Chart Updated 7-1-2025

Cardinal School District does not discriminate on the basis of race, color, age (for employment), socioeconomic status (for programs), religion, disability, creed, national origin, marital status (for programs), sex, sexual orientation, or gender identity in its educational programs and employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or grievance related to this policy, please contact the district's equity coordinator, Cindy Green.

The Cardinal Community School District offers career and technical programs in the following service areas:
Agriculture, Food, and Natural Resources   Health Science
Human Services   Business, Finance, Marketing, and Management
Welding

Cindy Green - cindy.green@cardinalcomet.com
Middle School Principal/Director of Curriculum & Instruction, Equity Coordinator
4045 Ashland Road/Eldon, IA 52554 (641-652-7531)

RECOGNITION

This Agreement is made by and between the Cardinal Community School District, an Iowa Public School Corporation, hereinafter referred to as "Cardinal" or occasionally referred to as "Board" or referred to as "Employer" and the Cardinal Support Employees Association, an employee organization organized pursuant to the provisions of Chapter 20 of Code of Iowa and affiliated with the Iowa State Education Association hereinafter referred as "Association" or "Union". The parties desire to memorialize their agreement achieved through collective bargaining under the provisions of Chapter 20 of the Code of Iowa.

Cardinal Support Staff
2025-2026

Job Classification	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5
	Years 1-2	Years 3-6	Years 7-10	Years 11-14	Year 15 & +
Bus Driver, Hourly	33.02	33.62	34.21	34.81	35.41
Regular Route, Daily	99.06	100.86	102.63	104.43	106.23
Shuttle Route	48.41				
Activity Route (To Drop-Off Point)	23.62				
Activity Route (Home Drop-Off)	35.68				
Hourly	19.19				
Summer Baseball/Softball	19.19				
Saturday/Sunday Hourly Rate	24.19				
Bus Mechanic	$52,358	$53,518	$54,676	$55,835	$56,992
	25.17	25.73	26.29	26.84	27.40
Para-Certified Associate	18.20	18.54	18.88	19.22	19.56
Non-Certified Associate	17.44	17.79	18.13	18.47	18.81
Head Cook	19.39	19.78	20.17	20.56	20.95
Cook	19.06	19.44	19.82	20.20	20.58
Head Custodian	21.13	21.60	22.06	22.53	23.00
Custodian	20.08	20.51	20.94	21.38	21.82
Secretary	20.18	20.60	21.02	21.45	21.88

1 - Employess will change lanes at the start of the school year.

2 - New employees with three or more consecutive years of prior experience at Cardinal CSD who are hired into the same positions as previously held shall be credited with two years of service and shall therefore begin in Lane 2 (Year 3).

3 - New employees hired after November 30 will remain in Lane 1, Year 1 of the salary

AGREEMENT AND FINALITY

If any provisions or applications of this Agreement are held to be contrary to law them 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 Support Staff Unit, to the Board at:
        Office of the Superintendent
        Cardinal Community Schools
        Eldon, IA 52554

If by the Board, to the Support Staff Unit at:

        President, Cardinal Support Personnel Association
        Cardinal Community Schools
        Eldon, IA 52554

This agreement will be posted on the district website.

The duration of the Agreement will extend from July 1, 2025 to June 30, 2028.

For Cardinal Community School District   For Cardinal Support Personnel Association