

AGREEMENT  
BETWEEN  
THE CARDINAL COMMUNITY SCHOOL  
DISTRICT  
AND  
THE CARDINAL  
EDUCATION ASSOCIATION

2025-2028  
Updated Schedule 7/1/25



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  
Human Services  
Welding

Health Science  
Business, Finance, Marketing, and Management

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

## 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 (now EAB) 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 (now EAB).

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**  
**2025-26 SALARY SCHEDULE COSTING**

<b>POOLS</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>BA+45</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>BSN</b>
	50,000	50,800	51,600	52,400	53,200	54,000	54,800	50,000

### Cardinal Supplemental Schedule Base of \$30,065

Year	2%	2.5%	3%	3.5%	4%	4.5%	6.5%	7%	8%	10%	12%	14%
<b>11</b>	7%	7.5%	8%	8.5%	9%	9.5%	11.5%	12%	13%	15%	17%	19%
<b>10</b>	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	11.0%	11.5%	12.5%	14.5%	16.5%	18.5%
<b>9</b>	6%	6.5%	7%	7.5%	8%	8.5%	10.5%	11%	12%	14%	16%	18%
<b>8</b>	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	10.0%	10.5%	11.5%	13.5%	15.5%	17.5%
<b>7</b>	5%	5.5%	6%	6.5%	7%	7.5%	9.5%	10%	11%	13%	15%	17%
<b>6</b>	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	9.0%	9.5%	10.5%	12.5%	14.5%	16.5%
<b>5</b>	4%	4.5%	5%	5.5%	6%	6.5%	8.5%	9%	10%	12%	14%	16%
<b>4</b>	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	8.0%	8.5%	9.5%	11.5%	13.5%	15.5%
<b>3</b>	3%	3.5%	4%	4.5%	5%	5.5%	7.5%	8%	9%	11%	13%	15%
<b>2</b>	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	7.0%	7.5%	8.5%	10.5%	12.5%	14.5%
<b>1</b>	2%	2.5%	3%	3.5%	4%	4.5%	6.5%	7%	8%	10%	12%	14%
	2%			3.5%			6.5%			10%		
	EL/MS Vocal			FCCLA			HS Ybook/Club			HS Ass't		
				Senior Class						FB, VB, BB, WR, Base, SB, TR, CC		
				Art Club						FFA		
				Foreign Lang						Summer Sports Trng Coordinator		
				NHS						Trap Shooting		
				FBLA								
	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, S			HS/JR Band		
	Mock Trial			EL Audio Vis			Comet Café			HS/MS/EL ChoirVocal		
	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					
	eSports			HS Drama			HS & EL Choir/Vocal					
				Jr Cheer								
				Junior Class								
				MS DC Trip								
				Color Guard								
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 national charter obligations.												
obligations. Minutes from the monthly meetings shall be submitted to the Superintendent within one week following each meeting.												
Employees who transfer positions within the same schedule activity shall be allowed to take their years of experience.												
Adding the every step movement began with the 2023-24 year.												

**ARTICLE IV      AGREEMENT/DURATION**

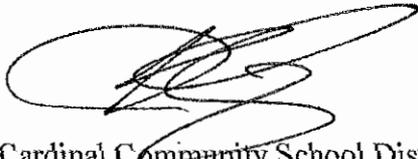
If any provisions or applications of this Agreement are held to be contrary to law then such provision or application shall not be deemed valid except to the extent permitted by law. All other provisions or applications shall continue in full force and effect. Whenever any notice is required to be given 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

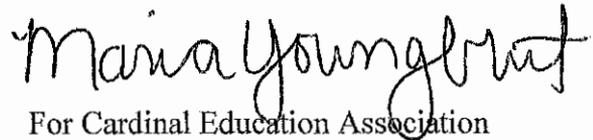
If by the Board, to the Association at:

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, 2025 to June 30, 2028.



For Cardinal Community School District



For Cardinal Education Association