



Professional Negotiations Agreement

between the

MONTICELLO EDUCATION ASSOCIATION

and the

**MONTICELLO COMMUNITY SCHOOL
DISTRICT**

Monticello, Iowa 52310

This agreement shall be effective as of July 1, 2026
and shall continue in effect until June 30, 2031.

Annual Notice of Nondiscrimination-Policy #102.0E2

It is the policy of the Monticello Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, and socioeconomic status (for programs) in its education programs or employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the District's Equity Coordinator, Todd Werner, 860 East Oak Street, Monticello, Iowa 52310, 319- 465-3000 ex2101, todd.werner@monticello.k12.ia.us.

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ARTICLE I

PREAMBLE

The Board of Directors of the Monticello School District of Jones County, State of Iowa, hereinafter referred to as the "Board", and the Monticello Education Association, hereinafter referred to as the "Association", which association represents employees in the bargaining unit, hereinafter referred to as "employees", as defined and certified by the Public Employment Relations Board, agree as follows:

ARTICLE II

RECOGNITION

The Board of Directors of the Monticello Community School District, hereinafter referred to as the "Board", recognizes the Monticello Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining agent for district employees included in the most recent bargaining unit definition on file with the Public Employment Relations Board.

ARTICLE III

GRIEVANCE PROCEDURE

A. Purpose

The purpose of this article is to provide for a mutually acceptable method, the prompt and equitable settlements of employee grievances and disputes over the interpretation and application of this Agreement. The Board, the Association, and the employees shall attempt to resolve informally or at the earliest possible stage all grievances. Informal settlements in any stage shall bind the immediate parties to the settlement, but shall not be precedents in a later grievance proceeding.

B. A grievance is a claim or dispute concerning the interpretation or application of the terms of this Agreement.

C.

1. Every employee covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures.
2. The failure of any employee (or the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
3. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of other employees.
4. Nothing in this Agreement shall prevent either party from having legal counsel or other representatives with them at each step.
5. If the grievance involves more than one building it may be presented initially at Step 3.

D.

1. First Step

An attempt shall be made to resolve any grievance in a documented conference discussion between complainant and the principal or his/her designated representative. Such action shall be within ten (10) working days of the event giving rise to the alleged grievance. A summary of the level one discussion should be written and signed by both parties to permit them each to retain a record of the outcome. (See appendix A)

2. Second Step

If the grievance cannot be resolved through step 1, the aggrieved employee or Association shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, and shall note the specific clause or clauses of the agreement allegedly violated, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) working days from the first date of the step 1 conference. The principal or his/her designee shall make a decision on the grievance and communicate it in writing to the employee, the Association, and the superintendent within ten (10) working days following the meeting (or the date the written grievance is received if no meeting is held) between the principal and the aggrieved.

3. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee or Association shall file, within five (5) working days of the written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) working days after such written grievance is filed, the aggrieved and the superintendent or his designee shall meet to resolve the grievance. The superintendent or his designee shall file an answer within ten (10) working days of the third step grievance meeting and communicate it in writing to the aggrieved.

4. Fourth Step

If the employee feels that the matter is not satisfactorily resolved, the Association or employee may request to appear before the board by filing the written complaint and the written dispositions with the board secretary within ten (10) days of the written decision from the third step, and ask for a place on the agenda. The board secretary shall place the item on the board's agenda. The employee may appear at the board meeting and discuss the matter with the board. The administrative staff may also discuss the matter with the board. The board may refuse in its sole discretion to take action on the complaint, or the board shall decide the matter as soon as practicable and the board secretary shall communicate the board's decision to the employee. If the board declines to decide the matter, the disposition of the superintendent or his/her designee shall be final.

E. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved could result in irreparable harm to a party in interest, the grievant, Association, and Superintendent may, by mutual agreement, at any step, agree to shorten the normal time limits set forth in steps 1, 2, and 3 shall be reduced to 5 working days for each time limit. In this instance, working days shall mean weekdays during which employees with 12-month contracts would normally be scheduled to work.

ARTICLE IV

MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Directors are retained by the Board and that nothing contained herein is intended to or shall conflict with or abrogate the powers or duties and responsibilities vested in the School District and the Board of Directors by the laws of the State of Iowa. However, these rights and powers shall in no way supersede any provision of this agreement.

ARTICLE V

ASSOCIATION RIGHTS

A. The Association will have the right to use school buildings and facilities at reasonable times for a reasonable number of meetings. Up to four such meetings may be scheduled during working hours at 3:30 P.M. or later. Other meetings will be outside of the regular working hours. Such meetings shall in no way interfere with any aspect of the instructional or extra-curricular program.

The time and place of all meetings shall be arranged in advance with the building principal. The association will pay all out-of-pocket expenses to the District resulting from such meetings and will pay any additional costs necessitated by such use.

The fee to be charged the Association for use of school facilities shall be based on the schedule provided by the Board of Directors for community groups.

B. There will be one bulletin board reserved for use by the Association in each school building, which will be placed in the faculty lounge where possible, for the purpose of displaying notices, circulars and other material.

C. The Association shall have the right to place a reasonable amount of notices, circulars, and other material in teachers' mailboxes with a copy being furnished to the building principal.

D. Duly authorized representatives and their respective affiliates shall be permitted to transact official Association business on school property at reasonable times, provided that this shall in no way interfere with or interrupt normal school operations and provided all outside agents check in at the building principal's office.

E. The Association president will be provided a copy of the Board Agenda, which will be available to be picked up prior to the Board meeting. If policy items are on the agenda, the president may get further written or oral amplification from the superintendent.

ARTICLE VI

COMPENSATION

A. Salary of Employees

The base wage amounts are the dollar amounts, without TSS, assigned to each salary pool. For the 2026-2027 School Year the base wage amounts will be:

Nurses	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
27,001	34,442	35,118	35,794	36,471	37,823	38,500	39,176	39,852

The base wage amounts assigned to each salary pool may be opened up for negotiation at the request of the MEA each year during the duration of this contract (July 1, 2026 – June 30, 2031). That request should be given to the Superintendent in writing by **March 1st** each year the MEA would like to negotiate the base wage amounts. In the absence of negotiation the school board may elect to increase these amounts annually.

Nursing CEU credits will be counted equally to credit hours obtained for Educational Advancement, subject to the Superintendents approval.

B. Schedule B

The base wage amount used to determine Schedule B will be the BA wage without TSS. For the 2026-2027 School Year the BA wage will be \$34,442. A base wage amount is listed for each sponsor below:

FFA	\$7749
High School Speech	\$4477
High School Drama	\$4477
High School Band Director	\$4477
High School Vocal Director	\$4477
High School Varsity Athletic Coach	\$4477
Strength & Conditioning Coach	\$4477
Assistant High School Band	\$3444
Assistant High School Speech	\$3444
Assistant High School Athletic Coach	\$2755
Middle School Instrumental Music	\$2583
Assistant High School Drama	\$2583
High School Cheerleading Coach	\$2239
Business Professionals of America (BPA)	\$2239
Family, Career, and Community Leaders of America (FCCLA)	\$2239
SkillsUSA	\$2239
Middle School Coaches	\$2067
High School Yearbook Sponsor	\$1722
High School Interact Club Coordinator	\$1722
High School Dance Team Sponsor	\$1722
High School Student Council	\$1722
Assistant High School Vocal Director	\$1722
Middle School Student Council	\$1722
High School National Honor Society	\$1722
Middle School Vocal Director	\$1722
Elementary Vocal Director	\$1722

Junior Class Sponsor	\$861
High School SODA Sponsor	\$861
High School Color Guard Sponsor	\$344
Summer Drivers Education	(.007 x 34,442) x per pupil

C. Method of Payment

1. Pay Periods

Each employee shall be paid in either twelve (12) or nine (9) equal installments on or before the 25th of each month. Those paid in nine installments will not receive checks in June, July, or August. Those paid in twelve installments may choose to receive their June, July, and August installments on or before June 25th. An election form will be given each employee, with their continuing contract or new contract, to allow the employee to choose the method of payment for the contract year. **Changes may be made up to September 1st of that school year.**

2. Exceptions

a. When a pay date falls on or during a school holiday, vacation weekend, employees shall receive their paychecks on the last previous working day.

b. Employees who are new in the teaching profession may, at their option, elect to receive up to 50% of the first salary installment after the completion of the first ten (10) workdays of employment. The balance of the contracted salary shall then be prorated over the remaining pay periods.

3. Final Pay

Each employee upon retirement shall have the option of receiving all or any part of his/her earned, contracted salary on the last pay period of the contracted work year.

4. Direct Deposit

Employees' checks will be automatically deposited directly to the financial institution of their choosing.

ARTICLE VII

FINALITY AND EFFECT OF AGREEMENT

A. This Agreement supersedes and cancels all previous agreements and practices relating to items covered in this Agreement between the Board and the Association or any employee, unless expressly stated to the contrary herein and constitutes the entire agreement between the parties, and concludes collective bargaining for its term, except as provided in Article VIII of this Agreement

B. The parties acknowledge that during the negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement, the foregoing is not to prohibit either party from introducing items in future negotiating years which were withdrawn by either of the parties to achieve this Agreement.

ARTICLE VIII

COMPLIANCE AND DURATION

A. Separability

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent

that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

B. Printing Agreement

This Agreement shall be posted on the District’s website within thirty (30) days after the Agreement is signed.

C. Duration

This Agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2031.

D. Modification of Current Agreement

Negotiations shall be reopened on this agreement for any of the following reasons:

- 1. Serious error or omission is found and both parties agree to reopen, or
- 2. Any other item mutually agreed upon including any re-openers agreed to by the parties.

E. Successor Agreement

1. Either party may give written notice to the other party to negotiate a Successor Agreement as established by the Code of Iowa. Timelines as set forth by the Iowa Employment Appeal Board will be followed.

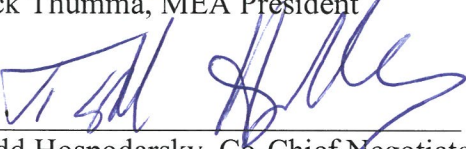
2. Upon receipt of the notice, the negotiation team representing the Board and the negotiation team representing the Association shall meet for the purpose of negotiating whenever a mutually agreeable meeting time can be established.

F. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their representative presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 8th day of April 2026.

Monticello Education Association:

By 
Nick Thumma, MEA President

By 
Todd Hospodarsky, Co-Chief Negotiator

By 
Phil Gilkerson, Co-Chief Negotiator

Monticello Board of Education:

By 
Craig Stadtmueller, Board President

By 
Dr. Brian Jaeger, Superintendent

APPENDIX A

Grievance Level I Documentation Form

Employee _____

Principal or Designee _____

Contract Language in dispute:

Resolution Sought:

Resolution reached in conference:

Signatures:

Employee

Principal/Designee

Date

LEVEL III

A. _____
Signature of Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

Signature of Date
Superintendent or Designee

* If additional space is needed, attach additional sheets.

NOTE: All provisions of ARTICLE III of the Agreement shall be strictly observed in the settlement of grievances.

LEVEL IV

A. _____
Signature of Aggrieved Person Signature of Association President

B. _____
Date Submitted to School Board Date Reviewed by School Board

C. Disposition by School Board* _____

Signature of School Board President Date of Decision

* If additional space is needed, attach additional sheets.

NOTE: All provisions of ARTICLE III of the Agreement shall be strictly observed in the settlement of grievances.