TO: Dick Whitehead  
College Community School Board

DATE: June 10, 2010

FROM: Jim Rotter, Executive Director of Business Services

SUBJECT: Ratification of Teachers Contract (CCEA)

We have reached tentative settlement with the teachers (College Community Education Association). It is recommended that the settlement be ratified.

The settlement includes the following:

ARTICLE III  
Wages & Salaries

A. Schedules

   The District and CCEA agree to combine the TSS and Base Schedule amounts per the Iowa Code per a memorandum of understanding with a single salary schedule published in the negotiated agreement. (see attached TSS Distribution and Salary Schedule Memo)

C. Co-Curricular Salary Schedule

   1. Placement on Co-Curricular Salary Schedule

      New employees shall be placed on the co-curricular schedule at the discretion of the board.

      The co-curricular salary shall be determined by multiplying the designated percentage in Appendix 2 times the BA Base, Appendix 1, negotiated base amount on Appendix 2.

      (This amount is agreed to be $31,922 for 2010-11)

ARTICLE V  
LEAVES OF ABSENCE

B. Illness in Family

   1. Employees shall be entitled to four (4) five (5) days leave annually, non-accumulative for illness in the family. Illness in the family leaves shall be subject to the approval of the Board. Illness in the family leave shall be construed to mean leave necessitated by illness of a member of the employee's immediate
family. Immediate family shall be construed to mean *spouse, child, parent, father, mother, son, daughter, step-son, step-daughter, wife, husband, father-in-law, mother-in-law, brother, sister, regardless of address* and other relatives whose permanent address is in the same household, as the employee. In the event that a child is born to an employee’s spouse, “illness in family” days, if available, may be used for care associated with the delivery.

**ARTICLE XII**
Compliance Clause and Duration

A. **Printing Agreements**

Contract shall be available on school website.

One hundred (100) copies of this agreement shall be printed at the expense of the Board, after agreement on format, within thirty (30) days after the agreement is signed. The agreement shall be presented to all employees now employed by electronic means or hereafter employed and the Board shall provide the Association with forty (40) copies.

**Appendix 2 Change:**

<table>
<thead>
<tr>
<th>Level I</th>
<th>Level II</th>
<th>Level III</th>
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</thead>
<tbody>
<tr>
<td>2.2%</td>
<td>2.7%</td>
<td>3.3%</td>
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**Asst. Varsity Golf**

6.5%  
7.3%  
8.3%

All dates to reflect 2010-11

Step Movement on the Schedule and additional Teacher Salary Supplement Dollars provided by the Legislature account for 1.82% increase. The additional $300 on the base and required IPERS contribution make the total settlement equal 2.72%