8-1-1987

Des Moines Independent Community School District, No. 77-1737 and Des Moines Education Association (1987)
Des Moines Independent Community School District, No. 77-1737 and Des Moines Education Association (1987)

Keywords
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments
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December 24, 1986

CONFIDENTIAL

TO: Dr. William Anderson, Superintendent
    Members of the Board of Directors

FROM: Dr. Earl Bridgewater, Assistant Superintendent, Personnel and Adm Services
      Dr. Don Prine, Director of Employee Relations

SUBJECT: COMPREHENSIVE AGREEMENT BETWEEN THE DES MOINES INDEPENDENT
         COMMUNITY SCHOOL DISTRICT AND THE DES MOINES EDUCATION ASSOCIATION

On January 6, 1987, Tentative Agreement will be formally announced on
Articles to be contained in the 1987-91 Comprehensive Agreement between the
Des Moines Independent Community School District and the non-administrative
certificated staff represented by the Des Moines Education Association.

PERB Rule 6.4 establishes specific procedures and timelines to be
followed in ratifying a Tentative Agreement. Suggested timelines associated
with our ratification vote have tentatively been established to be:

January 6 -- Tentative Agreement
January 6 -- The Association will conduct a total
    membership meeting
January 9 -- The Association will conduct a
    ratification election on the
    Tentative Agreement
January 9 -- The terms of the Agreement shall be
    made public
January 13 -- The Public Employer shall meet to
    ratify the Agreement and shall, within
    24 hours, notify the employee organization
    of its acceptance or rejection of the
    proposed Agreement

Changes in the present Agreement to achieve the Tentative Agreement
are as follows:

Appropriate dates are mutually understood to be amended to reflect
dates proper for our 1987-91 Agreement.
ARTICLE VII: DURATION

A. This Agreement shall remain in full force and effect from August 1, 1987, and shall continue in effect until midnight on July 31, 1991, except for Appendix 1, Salary; Appendix 2, Supplemental Pay; Article IX, Evaluation Procedure; Article XIII, Hours; Article XIV, Service Year; and Article XVIII, Insurance; which shall remain in effect until midnight on August 26, 1988.

B. Either party may give written notice to the other party to terminate or modify Appendix 1, Salary; Appendix 2, Supplemental Pay; Article IX, Evaluation Procedure; Article XIII, Hours; Article XIV, Service Year; and Article XVIII, Insurance; of the Agreement not less than 180 calendar days prior to the District's budget certification date, as established by the Code of Iowa, and appropriate for the year beginning August 1, 1988. If no such notice is given, this Agreement shall remain in effect for one additional year and from year to year thereafter until the aforementioned notice is given by either party of its intention to terminate or modify.

C. Either party may give written notice to the other party to terminate or modify the Agreement not less than 180 calendar days prior to the District's budget certification date, as established by the Code of Iowa, and appropriate for the year beginning August 1, 1991. If no such notice is given, this Agreement shall remain in effect for one additional year and from year to year thereafter until the aforementioned notice is given by either party of its intention to terminate or modify.

D. In witness whereof the parties hereto have caused this Agreement to be signed by their respective chief negotiators, and their signatures placed thereon, all on the 6th day of January, 1987.

DES MOINES EDUCATION ASSOCIATION

Association

By

Its President

By

Its Chief Negotiator

DES MOINES INDEPENDENT COMMUNITY SCHOOL DISTRICT

Board of Education

By

Its President

By

Its Chief Negotiator
ARTICLE XVI: COMPENSATION

B. SUPPLEMENTAL PAY FOR SUPPLEMENTAL JOB ASSIGNMENTS

Assignments for which an employee may receive supplemental pay will be made on an individual basis between the employee to perform the service and the Employer. Supplemental pay shall be granted those employees assigned by the Employer to serve as a consultant teacher, school nurse practitioner, elementary reading resource teacher, pupil service coordinator, elementary unit or team leader, TA coordinator, G/T building coordinator, elementary assistant to the principal, elementary instrumental music, or elementary vocal music, or in any other job classification established by the Employer and listed in Appendix 2. Said assignment shall be made by the Employer. No such assignment shall exceed a duration of one year.

An employee assigned to a supplemental job will be paid on the schedule of Supplemental Pay for Supplemental Job Assignments as set forth in Appendix 2 which is attached hereto and incorporated into this Agreement. As a condition for receipt of supplemental pay, an employee shall be expected to provide service necessary to fulfill all job responsibilities associated with the supplemental job assignment.

D. EFFECTIVE DATE

The salary and supplemental pay schedule contained in this Agreement shall take effect on August 26, 1987. Deferred payments to employees for work performed prior to this collective bargaining agreement will be made with reference to the salary schedule in effect when the work was performed.

G. SCHEDULE OF PAYMENT

An employee shall be paid at his/her assigned building, or by mail, on the following dates:

- September 11 and 25, 1987
- October 9 and 23, 1987
- November 6 and 20, 1987
- December 4 and 18, 1987
- January 1, 15 and 29, 1988
- February 12 and 26, 1988
- March 11 and 25, 1988
- April 8 and 22, 1988
- May 6 and 20, 1988
- June 3 and 17, 1988
- July 1, 15 and 29, 1988
- August 12 and 26, 1988
ARTICLE XVII: MEDICALLY RELATED DISABILITY LEAVE

A. An employee must report the intention to be absent from duty to the designated Employer representative by at least one hour before the employee's regular starting time but in no case later than 7:00 a.m. on the day of absence. If possible, notification should be given on the previous day or earlier.
ARTICLE XVIII: INSURANCE

B. HEALTH BENEFITS

The Employer shall contribute the full costs for health benefits for each full time employee deemed eligible. Participation in the health benefit is voluntary for each eligible employee. In order to qualify for the Employer's share of the monthly cost, the employee must qualify under the rules and regulations of the respective carrier or health service plan and may enroll in one of the following plans according to the current Employer's procedure:

Plan 1
A. Alliance Select 90/10% deductible and coinsurance health care insurance plan policy.
   a. Single plan
   b. Family plan
B. Pharmaceutical Service(s)
   A two dollar ($2) per deductible prescription drug insurance plan

Plan 2
A. HMO Iowa
   a. Single plan
   b. Family plan
B. Pharmaceutical Service(s)
   A two dollar ($2) per deductible prescription drug insurance plan
   This coverage shall become effective on July 1, 1987.

Additionally, employees may enroll in the current Blue Cross/Blue Shield 90/10% deductible and coinsurance plan, A.S.O., by paying the difference in the monthly cost between this plan and that of the least costly alternative plan above.

Employees presently enrolled in Share may continue their enrollment in that plan. However, opportunity for additional enrollment in Share will not be provided.

For new employees, coverage shall become effective within no more than 45 days from the date on which the employee begins service under his/her individual contract and upon approval of the employee's application by the carrier.
Upon an employee or an employee's spouse attaining the age of 65, an employee who wishes to qualify for the Employer's share of the monthly premium must notify the carrier of his/her or his/her spouse's attainment of the age 65 by processing an enrollment card, must qualify under the rules and regulations of the respective carrier and must enroll in the following plan:

a. Medicare Program under Social Security

The annual enrollment application card for health benefit plans will be available upon request from the Personnel Office. Changes within any plan will be allowed, provided the request for change is made on an appropriate application card, transmitted to the office of the Controller, and is in accord with the rules and regulations of the respective carrier.

D. Workers' Compensation

If an employee qualifies for Workers' Compensation benefits, and the employee elects to have the Employer supplement the benefits, the following procedures shall apply:

1. The Employer shall pay the employee the employee's regular rate of pay for the number of days the employee has accumulated as medically related disability leave.

2. The employee shall endorse and assign the Workers' Compensation payments to the Employer for that period of time.

3. Should the Workers' Compensation benefits be one-third or less the employee's regular rate of pay, a full day of accumulated medically related disability leave shall be deducted for each day of absence; should the benefits be more than one-third but less than two-thirds the regular rate of pay, one-half day of accumulated medically related disability leave shall be deducted for each day of absence; should the benefits be two-thirds or more of the regular rate of pay, no accumulated medically related disability leave shall be deducted for each day of absence.

4. The employee shall retain the Workers' Compensation payments for periods of time following exhaustion of accumulated medically related disability leave.

If an employee qualifies for Workers' Compensation benefits, and the employee elects not to have the Employer supplement the benefit, the employee shall retain the Workers' Compensation benefits, and the Employer shall make no deduction from the employee's accumulated medically related disability leave.

The employee shall notify the Employer of his/her option within
three days of receipt of the Employer's notice to elect such option. Failure to report within such time limit shall be treated as an election not to have the Employer supplement the benefits.
APPENDIX 1: 1987-88

The 1986-87 Comprehensive Agreement has been amended by increasing the base salary from $15,100 to $15,600.

The stipend for teachers with an earned doctorate degree has been increased from $655 to $775.

The stipend for RN+60 approved hours has been increased from $300 to $325.

The longevity payment for those employees who have been at the maximum of their salary column for more than one year has been amended as follows:

<table>
<thead>
<tr>
<th></th>
<th>1986-87</th>
<th>to</th>
<th>1987-88</th>
</tr>
</thead>
<tbody>
<tr>
<td>RN</td>
<td>$0</td>
<td>$100</td>
<td></td>
</tr>
<tr>
<td>RN+30</td>
<td>$100</td>
<td>$100</td>
<td></td>
</tr>
<tr>
<td>BA</td>
<td>$0</td>
<td>$100</td>
<td></td>
</tr>
<tr>
<td>BA+15</td>
<td>$0</td>
<td>$150</td>
<td></td>
</tr>
<tr>
<td>MA</td>
<td>$0</td>
<td>$200</td>
<td></td>
</tr>
<tr>
<td>MA+15</td>
<td>$100</td>
<td>$250</td>
<td></td>
</tr>
<tr>
<td>MA+30</td>
<td>$100</td>
<td>$300</td>
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</tr>
</tbody>
</table>
### DES MOINES PUBLIC SCHOOLS

1987-88 Certified Teachers and Support Staff Salary Schedule

Classes are based upon professional preparation; steps are based upon years of approved experience.

<table>
<thead>
<tr>
<th>CLASS</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEP</td>
<td>R.N.</td>
<td>Bachelor's Degree</td>
<td>Bachelor's Degree</td>
<td>Master's Degree</td>
<td>Master's Degree</td>
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<tr>
<td></td>
<td>+ 30 hrs</td>
<td>+ 15 hrs</td>
<td>+ 15 hrs</td>
<td>+ 30 hrs</td>
<td>+ 30 hrs</td>
</tr>
<tr>
<td>0</td>
<td>12948</td>
<td>15600</td>
<td>16380</td>
<td>17160</td>
<td>18720</td>
</tr>
<tr>
<td>1</td>
<td>13498</td>
<td>16302</td>
<td>17082</td>
<td>17940</td>
<td>19500</td>
</tr>
<tr>
<td>2</td>
<td>14049</td>
<td>17004</td>
<td>17784</td>
<td>18720</td>
<td>20280</td>
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<tr>
<td>3</td>
<td>14599</td>
<td>17706</td>
<td>18486</td>
<td>19500</td>
<td>21060</td>
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<td>15149</td>
<td>18408</td>
<td>19188</td>
<td>20280</td>
<td>21840</td>
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<td>5</td>
<td>15699</td>
<td>19110</td>
<td>19890</td>
<td>21060</td>
<td>22620</td>
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<td>6</td>
<td>16250</td>
<td>19812</td>
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<td>21840</td>
<td>24180</td>
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<td>7</td>
<td>16865</td>
<td>20514</td>
<td>21294</td>
<td>23400</td>
<td>25740</td>
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<td>17480</td>
<td>21216</td>
<td>21996</td>
<td>24180</td>
<td>27300</td>
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<td>9</td>
<td>18095</td>
<td>21918</td>
<td>22698</td>
<td>24960</td>
<td>29250</td>
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<tr>
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<td>20328</td>
<td>22620*</td>
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<td>26520*</td>
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<tr>
<td>16</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Maximum starting salaries for new employees.

Teachers with earned doctorate degree receive $775 additional.

An additional $325 will be paid for RN + 60 approved hours.

Base on nurses' schedule is 83% of base on teachers' schedule.

# Training increment. Not eligible to advance except upon the completion of six semester hours of approved work during the preceding five years.

Those employees who have been at the maximum of their salary column for more than one year shall receive additional annual salary as follows:

- RN $100
- RN+30 $100
- BA $100
- BA+15 $150
- MA $200
- MA+15 $250
- MA+30 $300

# Additional annual salary as follows:

- RN $100
- RN+30 $100
- BA $100
- BA+15 $150
- MA $200
- MA+15 $250
- MA+30 $300
APPENDIX 2

The 1986-87 Comprehensive Agreement has been amended by increasing the base, upon which all supplemental pay is expressed as a percentage, from $14,600 to $15,100 (3.4%).
APPENDIX 2
1987-1988 Supplemental Pay Schedule
(Unless otherwise noted, all compensation is expressed as a percentage of $15,100)

Supplemental Pay for Supplemental Job Assignments
Consultant teacher 10.0/year
School nurse practitioner 10.0/year
Elementary reading resource teacher 10.0/year
Pupil service coordinator 6.8/year
Elementary unit or team leader 6.8/year
T.A. coordinator 6.8/year
TAG building coordinator 3.25/year
Assistant to the elementary principal --
  If principal has one building 6% of teacher contract
  If principal has two buildings 8% of teacher contract or
  6% of teacher contract + 1/2 release time

Elementary instrumental music assignment --
  Full time 1.9/year
  Part time 1.15/year

Elementary vocal music/building 1.9/year

Supplemental Pay for Extra Duties
1. Extended time 0.55/day
   Secondary -- counselor
   librarian
   office education coordinator
   vocational homemaking teacher
   school psychologist
   school social worker

2. Transitional schools
   band 5.1/year
   vocal music 5.1/year
   intramurals 5.1/year

3. Senior high
   band (including summer prep week) 17.0/year
   assistant band 8.5/year
   dramatics 14.0/year
   assistant dramatics/tech director 7.0/year
   forensics 14.0/year
   assistant forensics 7.0/year
   vocal music 14.0/year
   assistant vocal music 7.0/year
<table>
<thead>
<tr>
<th>Student Government</th>
<th>3.4/year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drill Team</td>
<td>3.4/year</td>
</tr>
<tr>
<td>Cheer Leaders</td>
<td>3.4/year</td>
</tr>
<tr>
<td>Pep Club</td>
<td>3.4/year</td>
</tr>
<tr>
<td>Jr ROTC Drill Team</td>
<td>6.8/year</td>
</tr>
</tbody>
</table>

**Summer Assignments**

Curriculum Development

Teaching

**Athletics**

**Baseball/Softball**

Head coach 14.0
Sophomore coach 9.1
Ninth grade 6.2

**Basketball**

Head coach 20.0
Sophomore coach 11.5
Assistant 10.2
Ninth grade 9.0

**Cross Country**

Head coach 8.0

**Football**

Head coach 20.0
Sophomore coach 11.5
Assistant 10.2
Ninth grade 9.0

**Golf**

Head coach 8.0

**Gymnastics**

Head coach 13.0
Assistant 6.5

**Soccer**

Head coach 11.0
Assistant 7.1

**Swimming**

Head coach 14.0
Sophomore coach 9.1

**Tennis**

Head coach 8.0

**Track**

Head coach 14.0
Assistant 9.1
Ninth grade 6.2

**Volleyball**

Head coach 8.0
Assistant 5.3

**Wrestling**

Head coach 14.0
Sophomore coach 11.5
Ninth grade 6.2
<table>
<thead>
<tr>
<th>Position</th>
<th>Each school</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic manager</td>
<td>20.0</td>
</tr>
<tr>
<td>Assistant athletic manager</td>
<td>9.0</td>
</tr>
<tr>
<td>Equipment manager</td>
<td>12.7</td>
</tr>
</tbody>
</table>
TO: William Anderson, Superintendent
   Members of the Board of Directors

FROM: Roger L. Hudson, Controller

SUBJECT: ESTIMATED BUDGET IMPACT OF THE TENTATIVE COMPREHENSIVE AGREEMENT BETWEEN THE DES MOINES INDEPENDENT COMMUNITY SCHOOL DISTRICT AND THE DES MOINES EDUCATION ASSOCIATION

Calculation of the percent of increase has been predicated upon the following:

Salaries Increase $1,948,678
Supplemental Pay 27,361
Health Insurance 43,978
Disability Insurance 9,287
Social Security 141,287
Iowa Public Employees Retirement 103,940
Total additional cost per Agreement $2,274,531

A. Percent of increase on base 3.31%
B. Average salary increase for present employee, excluding longevity 4.89%
C. Average salary increase for present employee, with longevity 5.28%
D. Percent of increase on General Fund Accounts relating to salary and benefits for this group, excluding FICA, IPERS and Local Retirement 4.97%
E. Percent of increase on General Fund accounts relating to salary and benefits for this group, including FICA, IPERS and Local Retirement 5.00%
F. Budget impact resulting from a staff reduction of 9 positions 3.12%

Positions as provided for within the Operating Fund budget that is supported by the State Aid Formula, not including funds generated by weighting of students for Special Education.

RLH:1b