



Iowa State Education Association

Bargaining Report Summary by Local  
2020-21

District	Old Law	Updated	HI - Paid Single	Permissive Lang Removed	Salary Schedule - Location	Leaves - Location	Seniority - Location	Class Size - Location	Safety - Location	Hours/Work Day - Location	Planning/Preparation/Break Time - Location	Grievance Procedures - Location	LMC - Location	Vacation/Holidays - Location	Overtime - Location	Health Insurance - Location	Transfer Procedures - Location	Evaluation Procedures - Location	Staff Reduction - Location	Early Retirement - Location	Extracurricular/Coaches Salary Location	BA Base Wage	MA Base Wage
Adair-Casey					H	C	N	N	N	H	H	H	N	N	H	H	H	H	H	N			
Adel-Desoto-Minburn	X																					\$43,028	\$46,258
AGWSR		X	X	X	H	H	H	N	H	H	N	H	N	N	N	H	H	H	H	N		\$35,825	\$38,225
A-H-S-T-W		X	X	X	C	H	H	H	N	H	H	H	H	H	H	N	H	H	H	N			
Akron-Westfield		X			C	C	C	C	C	C	C	C		C	N	H	H	H	H	H	C	\$33,726	\$34,901
Albert City-Truesdale		X	X	X	C	H	N	N	C	H	N	H	C	H	N	H	H	H	H	N	N	\$35,392	\$37,492
Albia		X	X		C	C	H	N	H	C	C	C	N	N	N	H	H	H	H	N	C	\$38,618	\$42,023
Albia Educ Employees Assn		X	X		N	C	H	N	H	C	C	C	N	C	C	H	H	H	H	N			
Alburnett		X	X		C	C	N	N	H	C	H	C	N	H	N	H	H	H	H	N	C	\$36,324	\$39,230
Alden		X	X		N	C	H	N	C	C	C	C	N	C	C	H	H	H	H	N		\$36,390	\$39,854
Algona		X	X		N	C	C	N	N	C	N	C	N	C	C	H	H	H	H	N	C	\$36,624	\$41,968
Algona ESP		X	X		N	C	N	N	C	C	N	C	N	C	N	H	H	H	H	N			
<i>Base Wage \$10.50</i>																							
Allamakee		X	X		C	C	H	N	N	C	H	C	N	C	N	H	H	H	H	N			
Alta-Aurelia		X			C	C	H	H	H	H	C	C	N	H	N	H	H	H	H	H			
Ames		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	N	C	\$32,730	\$40,585
Anamosa		X	X		C	C	H	N	H	C	C	C	N	H	N	H	H	H	H	H		\$37,608	\$41,803
Andrew		X	X		C	C	H	N	C	C	C	C	N	N	N	H	H	H	H	N		\$30,533	\$34,197
Ankeny		X	X		C	C	C	N	C	C	N	C	N	C	N	H	H	H	H	N	C	\$50,776	\$56,890



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<i>The district does consult the Association on matters moved to the Handbook</i>																								
Ar-We-Va		X	X	X	C	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	C			
Area IV Northwest Iowa CC																								
Area IV Northwest Iowa CC SSA																								
AEA 12 - Northwest Assoc. PSA		X	X	X	N	H	H	N	H	H		H	H	H	N	H	H	H	H	H	N			
Atlantic		X	X	X	C	H	H	N	H	H	H	H	H	H	H	H	H	H	H	N				
Atlantic ESP		X	X	X	C	H	H	N	H	H	H	H	H	H	H	H	H	H	H	N				
Audubon			X	X	C	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N				
Ballard		X	X		C	C	H	N	N	H	H	C	C	H	N	H	H	H	H	H	H	H	\$35,330	\$39,449
Baxter			X		C	C	H	N	N	C	C	C	N	C	N	H	H	H	H	H	C	\$31,545	\$35,330	
BCL-UW				X																		\$32,350	\$36,028	
Bedford		X	X		C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	H				
Belle Plaine		X	X		H	H	N	N	N	H	H	H				H	H	H	H		H			
Bellevue		X	X		C	C	H	N	C	C	C	C	C	C	N	H	H	H	H	N		\$36,299	\$39,203	
Belmond-Klemme		X	X		C	C	H	N	H	C	C	C	N	N	C	H	H	H	H	N	C	\$40,000	\$48,472	
Belmond-Klemme ESA		X	X		C	C	C	N	C	C	C	C	N	C	N	H	H	H	H	N	N			
Bennett		X	X		C	C	H	N	H	H	H	H	H	H	N	H	H	H	H	N				
Benton			X		C	C	H	N	N	H	H	C	N	H	N	H	H	H	H	N		\$39,475	\$44,562	
Bettendorf			X		C	C	C	N	C	C	C	C	H	H	N	H	H	H	H	H	C	\$37,800	\$43,533	

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B-G-M	X																					\$33,930	\$38,002	
Bondurant-Farrar			X		C	C	C	C	C	C	C	C	C	C	C							C	\$36,328	\$39,553
Bondurant-Farrar EA ESP					C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	N				
Boone			X		C	C	H	H	H	C	C	C	H	C	N	H	H	H	H					
Boyd-Hull																								
Boyer Valley		X			C	H	H	H	H	H	H	H	H	H			H	H	H				\$30,500	\$33,626
Burlington		X	X		C	C	C	H	H	C	C	C	N	C	C	H	H	H	H	N	H		\$38,474	\$43,629
CAL		X	X		C	C	N	N	N	C	C	C	N	C	C	H	H	H	N	N			\$37,652	\$45,152
Calamus-Wheatland		X	X	X	H	H	H	N	H	H	H	H	H	H	N	H	H	H	H	N	H		\$34,690	\$38,853
CAM			X		C	C	C	C	N	C	C	C	N	C	N	H	H	H	H	N				
Camanche		X	X		C	C	H	N	C	C	C	C	H	C	N	H	H	H	H	H	H	H	\$30,944	\$34,570
<i>Interest Based Local</i>																								
Cardinal		X	X	X	N	H	H	N	H	H	H	H	N	N	N	H	H	H	H	N	C		\$28,065	\$31,433
Cardinal ESP		X	X	X	C	H	H	N	H	H	H	H	N	N	H	H	H	H	H	N	N			
Carlisle		X			C	C	N	N	C	C	C	C	N	C	N	H	H	H	H	N			\$37,568	\$40,716
Carroll ESP			X	X	H	H	C	C	H	H	H	H	N	N	N	H	H	H	H	N				
Carroll			X	X	H	H	C	C	H	H	H	H	N	N	N	H	H	H	H	N				
Cedar Falls		X			C	H	N	N	H	H	H	C	N	H	N	H	H	H	H	N	C		\$34,224	\$38,673
Cedar Falls ESP		X		X	N	H	N	N	H	H	H	H	N	H		H	H	H	N	N				

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Cedar Rapids			X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	H	C	\$46,660	\$53,510
<i>Returned Leave and Level Change provisions/articles to contract after pulling it out for 2 years.</i>																							
Cedar Rapids OTA			X		N	C	C	N	C	C	C	C	C	C	N	H	H	H	H	H	N		
<i>Placed edited Leave article back in contract. No change in leave benefits.</i>																							
Center Point-Urbana			X	X	C	H	H	H	H	H	H	H	N	N	N	H	H	H	H	N		\$36,289	\$39,800
Centerville		X	X		C	C	N	N	C	C	C	C	N	N	N	H	N	H	N	N	C	\$42,038	\$45,911
Central City		X	X		C	C	N	N	N	C	C	C	N	C	N	H	H	H	H	N	C	\$36,649	\$39,442
Central (Clayton)		X		X	H	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N		\$36,810	
Central Decatur					H	H	N	N	C	H	H	C	N	H	N	H	H	H	H	H			
Central DeWitt		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N		\$29,400	\$33,810
Central Lee		X	X	X	C	H	N	N	H	H	H	H	N	H	N	H	H	H	H	N	H	\$30,935	\$36,195
Central Lyon		X	X		C	C	H	N	N	H	C	C	N	C	N	H	H	H	H	H	H	\$33,000	
Central Rivers AEA		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N			
Central Springs		X	X		H	C	C	N	N	C	H	C	N	H	N	H	H	H	H	N	H	\$34,250	\$38,404
Chariton			X	X	H	H	H	N	H	H	N	H	N	H	N	H	H	H	H	H			
Charles City		X	X		C	C	H	N	C	C	C	C	N	C	C	H	H	H	H	N	C	\$38,379	\$43,818
Charles City ESA		X	X		C	C	H	N	C	C	C	C	C	C	C	H	H	H	H	N	N		
Charter Oak-Ute		X		X	H	H	H	H	H	H	H	H	H	H		H	H	H	H			\$40,500	\$42,500
Cherokee		X	X	X	C	H	N	N	H	H	H	H		H	N	H	H	H	H			\$32,450	\$36,230



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Clarinda		X	X		C	H	N	N	H	H	N	H	N	H	N	H	H	H	H	N			
Clarion-Goldfield-Dows		X	X		N	H	H	N	H	H	H	N	N	C	C	H	N	H	H			\$42,918	\$46,373
Clarke Bus Drivers Association			X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	N			
Clarke			X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	H			
Clarke Community ESA					C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	H			
Clarksville		X	X		C	H	H		C	C	C	C		C		H	H	H	H			\$32,100	\$34,760
Clay Central-Everly		X	X	X	N	H	H	N	H	H	N	H	N	H	N	H	H	H	H	N		\$35,388	\$39,008
Clayton Ridge		X	X		C	C	C	N	C	C	C	C	N	C	N	H	H	H	H	N	C	\$35,043	\$41,351
Clayton Ridge ESP		X			N	C	C	N	C	C	N	C	N	C	N	H	H	H	H	N			
Clear Creek-Amana		X	X	X	H	H	H	N	H	H	H	H	H	H		H	H	H	H	N		\$34,525	
Clear Lake		X	X	X	N	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N	N	\$40,881	\$44,081
Clinton		X	X	X	C	H	H	N	H	H	H	H	H	H	N	H	H	H	H	H	C	\$33,819	
Colfax-Mingo			X		C	C	C	N	C	C	C	C	C	C	H	H	H	H	H	H			
College		X	X		C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	N	C	\$40,837	\$46,363
Collins-Maxwell		X	X		C	C	H	N	H	C	C	C	C	C	N	H	H	H	H	N	H	\$30,639	\$34,316
Colo-Nesco		X	X		C	C	H	N	H	C	N	C	C	C	N	H	H	H	H	N	H	\$32,507	\$37,058
Columbus		X		X	H	H	N	N	H	H	H	H	H	H	H	H	H	H	H	N	H	\$34,248	\$42,258
Coon Rapids-Bayard					C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	H			
Corning		X	X		C	H		H		H	H	H	H			H	H	H	H				



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Council Bluffs		X	X		C	H	C	N	H	H		H	C	H	N	H	H	H	H	N			
<i>Got salary schedule put back into contract</i>																							
Creston			X		C	C	C	C	C	C	C	C	C	C	C	N	H	H	H	N			
Dallas Center-Grimes		X	X		C	C	N	N	C	C	N	C	N	C	N	N	H	N	H	H	C	\$37,467	\$41,867
Danville		X			H	C	N	H	C	C	C	C	N	C	N	H	H	H	H	H	H	\$38,107	\$45,273
Davenport		X	X		C	C	C	H	C	C	H	C	H	C	H	H	H	H	H	H	C	\$37,815	\$42,827
Davis County		X	X	X	C	H	H	N	H	H	N	N	N	N	N	H	H	H	H	N	C	\$36,030	\$44,530
Decorah		X			C	C	H	H	C	C	H	C	H	C	N	H	H	H	H	N			
Delwood		X			C	C	H	N	C	C	N	C	N	N	N	H	H	H	H	N			
Denison		X	X		C	C	N	N	C	C	H	C	N	C	N	N	H	H	H	N	C		
Denver		X	X		C	C	C	N	N	H	H	C	N	C	H	H	H	H	H	N	C	\$31,895	\$33,145
DMACC ESA		X			C	C	C	N	N	C	C	C	N	C	C	H	H	H	H	H			
Area XI Des Moines Area CC					C	C			C			C	N	C	C		H	H	H	H			
Des Moines		X	X		C	C	C	N	C	C	N	C	C	C		N	H	H	H	N	C	\$43,375	\$47,243
Des Moines (ESP)			X		C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	H			
Diagonal																							
Dike-New Hartford		X	X	X	C	H	H	N	N	H	N		N	H	N	H	H	H	H			\$37,208	\$41,043
Dubuque		X	X		C	C	C	N	C	C	C	C		C		H	H	H	H	N		\$37,218	\$41,009
<i>New hires start on Step 2 in each lane and remain there until the completion of Year 3.</i>																							



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Dunkerton		X	X		C	C	C	N	C	C	N	C	N	C	N	H		H	H				\$29,600	\$32,560
Durant		X	X	X	H	H	H	N	H	H	H	H	H	H	N	H	H	H	H	H	H	H	\$39,236	\$43,821
<i>Interest Based Local</i>																								
Eagle Grove		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	N	C		\$37,634	\$41,012
Eagle Grove ESP		X			C	C	C	N	C	C	N	C	C	C	C	N	H	H	H	N				
<i>Base Wages: custodian \$14.69 Secretary \$12.86 Associate 12.73 Cook \$12.63</i>																								
East Buchanan		X		X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	H		\$40,421	
East Buchanan (ESP)				X	N	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N				
East Marshall			X	X	C	H	H	N	H	H	H	H	H	H	N	H	H	H	H	H				
East Mills		X	X		C	C	C	N	C	C	N	C	N	C		H	H	H	H	N				
East Sac County																								
East Union			X		C	C	C	C	C	C	C	C	N	C	N	H	H	H	H	H				
Eastern Allamakee		X	X		H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N				
<i>Area IX Eastern Iowa CC</i>																								
Easton Valley		X	X		C	C	H	N	H	C		C	N	C	N	H	H	H	H	N			\$32,433	\$36,325
Eddyville-Blakesburg-Fremont	X																						\$36,028	\$39,735
Edgewood-Colesburg CA		X			N	C	C	N	C	C	C	C	N	C	N	H	H	H	H	N				
Edgewood-Colesburg		X			C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	N	C		\$29,762	\$34,226
Eldora-New Providence		X	X		C	C	C		N	C	H	N		C	C	H	H	H	H	H			\$39,696	\$43,951



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Emmetsburg		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	N		\$35,487	\$39,695
English Valleys		X	X	X	H	H	N	N	H	H	H	H	N	N	N	H	H	H	H	N	H	\$29,600	\$32,560
Essex		X	X		C	H	H	N	C	H	H	C	N	H	N	H	H	H	H				
Estherville-Lincoln Central		X	X		C	C	H	N	C	C	C	C	C	C	N	H	H	H	H	N		\$34,600	\$40,164
Exira-Elk Horn-Kimballton			X	X	H	H	H	N	N	H	H	H	H	H	N	N	H	H	H	H			
Fairfield		X	X		C	C	H	H	H	C	N	C	N	C	N	H	H	H	H	N	C	\$38,870	\$41,120
Forest City		X	X		N	C	C	N	C	C	C	C	N	C	C						H	\$35,504	\$43,797
Fort Dodge-Bus Drivers		X		X	H	H	H	N	H	H	H	H		H	H	N	H	H	H	H			
Fort Dodge-Cust/Maint		X	X	X	H	H	H	N	H	H	H	H		H	H	H	H	H	H	H			
Fort Dodge		X	X	X	H	H	H	N	H	H	H	H		H	H	H	H	H	H	H		\$38,019	\$42,581
Fort Dodge		X	X	X	H	H	H	N	H	H	H	H		H	H	H	H	H	H	H			
Fort Dodge Sec/Clerical Assoc		X	X	X	H	H	H	N	H	H	H	H		H	H	H	H	H	H	H			
Fort Madison		X		X	C	H	H	N	H	H	N	H	H	H	N	H	H	H	H	N	C	\$36,920	\$42,389
Fremont-Mills		X		X		H	H		H	H	H	H	H	H			H		H	H			
Galva-Holstein		X		X	H	H	H	H	H	H	H	H	H	H	H	H	H	H	H	H	H	\$29,190	\$31,772
Garner-Hayfield-Ventura		X	X		N	C	N	N	N	N	N	C	N	C	N	N	N	N	N	N	H	\$36,400	\$41,629
Garner-Hayfield-Ventura ESA		X	X		N	H	N	N	H	H	H	N	N	H	H	N	N	N	N	N	N		
George-Little Rock		X	X	X	N	H	H	H	H	H	H	H	N	H	N	H	H	H	H	H		\$30,750	\$33,519
Gilbert		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	N	C	\$36,355	\$43,626





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Gilmore City-Bradgate		X			C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	N	C	\$37,022	\$40,127
Gladbrook-Reinbeck		X	X		C	C	N	N	C	C	C	C	N	C	N	H	H	H	H				
Glenwood		X		X	C	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N			
GMG			X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	H			
Graettinger-Terril		X			C	C	H	N	H	C	N	C	N	C	N	H	H	H	H	N	C	\$39,165	\$42,565
AEA 10 - Grant Wood																							
AEA - Great Prairie		X	X		C	H	N	N	H	C	C	C	N	C	N	H	H	H	H	H	N		
AEA - Green Hills		X			H	H			H	H		H				H	H	H	H				
Greene County			X	X	H	H	H	H	H	H	H	H	H	H	H	H	H	H	H	H			
Grinnell-Newburg			X		C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	H			
Grinnell-Newburg (ESP)					C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	H			
Griswold		X	X																				
Grundy Center		X		X	H	H	H	N	H	H	N	H	N	H	N	H	H	H	H	N		\$38,000	\$42,560
Guthrie Center				X	C	C	H	N	N	C	H	H	N	N	N	H	H	H	H	N			
Hamburg		X			C	C			C	C	C	C		C									
Hampton-Dumont		X	X		C	C	H	N	H	C	C	C	N	C	N	H	H	H	H	N	C	\$37,645	\$45,145
Harlan		X	X		C	C	N	N	C	N	N	C	H	N	N	H	H	H	H	H			
Harris-Lake Park		X		X	C	H	N	N	N	H	H	H	N	H	N	H	H	H	H	N		\$28,315	\$31,461
Area VII Hawkeye CC		X	X		C	C	C	C	C	C		C	N	C	C	H	H	H	H				



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AEA 11 - Heartland					C	C	H	N	H	H	H	C	N	H	N	H	H	H	H	H			
Highland		X	X		C	C	H	H	N	C	C	C	N	C	N	H	H	H	H	N	C	\$35,109	\$38,295
Hinton		X	X	X	N	H	N	N	H	H	H	H	H	H	N	H	H	H	H	H	C	\$35,821	\$39,989
H L V		X	X	X	C	H	N	N	H	H	H	C	N	N	N	H	H	H	H	N	H	\$34,710	\$38,875
Hartley-Melvin-Sanborn		X	X	X	N	H	H	H	H	H	H	H	H	H	N	H	H	H	H	H		\$31,500	\$35,280
Howard-Winneshiek (ESP)		X	X	X	N	H	H	N	H	H	H	H	N	H	H	H	H	H	H	N	N		
Howard-Winneshiek		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	H	\$34,035	\$38,187
Hubbard-Radcliffe		X	X		C	C	H	N	C	C	C	C	N	C	N	N	H	H	H	N	C	\$39,487	\$42,532
Hudson		X	X	X	H	H	H	N	H	H	N	N		H		H	H	H	H			\$40,000	
Humboldt		X	X	X	N	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N		\$34,700	\$39,800
IKM-Manning			X		C	C	H	N	H	C	H	C	N	H	N	N	H	H	H	N			
Independence ESP		X	X		N	C	H	N	H	H	N	N	N	C	H	H	H	H	H	N	N		
Independence		X	X		N	C	H	N	N	H	H	C	H	N	N	H	H	H	H	H	C	\$33,645	\$37,785
<i>There is a hiring guide in the contract. This is a guideline.</i>																							
Indianola			X		C	C	H	N	C	C	C	C	H	C	N	H	H	H	H	H			
Interstate 35			X		C	C	C	H	C	C	C	C	H	C	C	H	H	H	H	N			
Interstate 35 ESEA			X		C	C	C	N	C	C	C	C	C	C	C	H	H	H	H	N			
Iowa Central CC CEA		X	X	X	N	H	N		C	H	H	H		H	H	H	H	H	H				
Area V Iowa Central CC		X	X		C	H	H		C	C		H		C	H	H	H	H	H				

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Iowa City		X	X		C	C	C		C	C	C	C		C		H	H	H	H	H	C	\$41,070	\$45,177
<i>Added employee's child to transfer to same building as employee; sick leave donations</i>																							
Iowa City		X	X		N	C			C	C	C	C	C	C	C	H	H	H	H	H	N		
Iowa Falls		X	X		N	C	H	N	C	C	C	C		C	C	H	H	H	H				
Area III Iowa Lakes CC																							
Area VI Iowa Valley CC			X		C	H	H	N	H	C	N	C	C	H	H	H	H	H	H	H			
Iowa Valley		X	X		C	C	H	H	H	H	C	C	N	H	N	H	H	H	H	H	C	\$32,000	\$35,900
Area XIII Iowa Western CC		X	X		N	H	N	N	H	H	N	N	C	H	N	H	N	N	N	N			
Janesville		X	X		N	C	H	N	N	C	N	C		C	N	H	H	H	H		C	\$39,000	\$46,893
Jesup		X	X	X	C	H	N	N	N	H	H	N	N	N	N	H	H	H	H	N		\$41,400	\$45,600
Johnston	X																					\$46,465	\$51,520
Johnston ESPA	X																						
Keokuk		X	X		C	C	C	N	N	C	C	C	C	C	N	H	H	H	H	N	C	\$34,103	\$43,131
Keota			X	X	N	H	N	N	N	N	N	H	N	N	N	H	H	H	H	N			
AEA 01 - Keystone		X	X	X	H	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N	H		
AEA 01 - Keystone ESSA		X	X	X	N	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N	N		
Kingsley-Pierson		X		X	N	H	H	H	H	H	H	H	H	H							C	\$39,427	\$40,927
Area X Kirkwood CC			X		N	C	N	N	C	C	C	C	N	C	H	H	H	H	H	H			
Knoxville			X		C	C	C	H	C	C	C	C	H	C	C	H	N	H	H	N			



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Lake Mills		X	X		C	C	H	N	N	C	C	C	N	C	N	H	H	H	H	H	C	\$36,183	\$39,802
Lamoni																							
Laurens-Marathon		X	X		C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	H		\$39,251	\$43,367
Lawton-Bronson		X			C	C	C			C		C		C							C	\$38,432	\$42,419
Le Mars		X	X		C	C	H	N	C	C	N	C	N	C	N	H	H	H	H	N		\$38,815	\$44,637
Lenox		X			H	H	H	H	H	H	H	H		H	H	N	H	H	H	H			
Lewis Central		X	X		C	C	C		C	C	N	C		C		N	N	H	N				
Linn-Mar		X	X		C	C	C	N	H	C	C	C	N	C	C	H	H	H	H	H	C	\$39,915	\$45,503
Lisbon		X	X	X	C	H	H	N	N	H	H	H	C	H	N	H	N	H	N	N	C		
Logan-Magnolia		X	X	X	N	H	H	N	H	H	N	H	N	H	N	H	H	H	H	N			
Lone Tree		X		X	H	H	H	N	H	H	H	H	H	H	H	H	H	H	H	N	H	\$29,500	\$32,185
Louisa-Muscatine		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H	N	H		
Lu Verne		X	X	X	N	H	H	N	H	H	H	H	N	H		H	H	H	H	N		\$35,444	\$41,008
Madrid				X	H	H	N	N	H	H	N	N	N	N	N	H	N	H	H	N	H	\$34,011	\$36,035
Manson-Northwest Webster		X	X		C	C	C	N	C	C	C	C	C	C	N	H	H	H	H		C	\$34,238	\$37,684
Maple Valley-Anthon Oto		X	X		N	C	C	N	C	C	N	C	N	C	C	H	H	H	H	N		\$42,967	\$45,967
Maquoketa		X	X		C	C	H	N	C	C	C	C		N	N	H	H	H	H		C	\$33,414	\$36,087
Maquoketa Valley		X			C	C	H	H	C	C	C	C	H	C	N	H	H	H	H	H	C	\$33,493	\$37,848
Marion CA (Cust)			X	X	C	C	C	C	C	C	C	C	C	C	C								



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Marion		X	X		C	C	C	C	C	C	C	C	C	C	C	H	H	H	H	N	C	\$38,693	\$43,158
Marshalltown		X	X		C	H	C	N	C	C	N	C	N	C	N	H	H	H	H	N	H	\$43,173	\$48,155
Martensdale-St Marys			X		C	C	H	C	C	C	C	C	N	C	N	H	H	H	H	H			
Mason City		X	X		C	C	C	N	C	C	N	C	N	C	N	H	H	H	H	N	C	\$45,420	\$51,426
Mediapolis		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	H	H	\$34,500	\$36,589
Melcher-Dallas				X	C	H	H	H	H	H	H	N	N	H	H	H	H	H	H	N			
MFL Marmac		X	X		C	C	C	N	N	C	N	C	N	C	N	H	H	H	H	N	H	\$31,160	\$34,760
MFL Marmac CEO		X	X		N	C	C	N	N	C	C	C	N	C		H	H	H	H				
Mid-Prairie		X	X		C	C	C	N	C	C	C	C	N	C	N	H	H	H	H	N	C	\$38,906	\$43,937
Mid-Prairie		X	X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	N	N		
Midland		X		X	H	H	H	N	N	H	H	H	N	H	N	H	N	H	H			\$38,298	\$41,531
Missouri Valley		X	X		C	C	H	N	C	C	N	C	N	C	N	N	H	N	H	H			
Marcus-Meriden-Cleghorn CSA																							
Marcus-Meriden-Cleghorn		X		X	N	H	H	N	H	H	N	N	H	H	H	H	H	H	H	N		\$29,000	\$30,000
Moc-Floyd Valley		X	X		C	C	H	N	N	C	C	C	N	C	N	H	H	H	H	H		\$41,000	\$46,000
Montezuma		X	X		H	C	C	N	N	H	N	C	N	N	N	H	N	N	H	N	H	\$40,309	\$43,736
Monticello		X	X	X	C	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N		\$34,641	\$38,105
Mormon Trail			X		C	C	C	H	C	C	C	C	N	C	C	H	H	H	H	N			
Mount Ayr			X		C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	N			

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Mount Pleasant		X			C	C	N	N	C	C	C	C	N	C	N	H	H	H	H	H	C	\$33,980	\$38,397	
Mount Vernon		X			C	C	N	N	C	C		C	H	C	N		H	H	H		C	\$36,293	\$41,374	
<i>added sick leave so all employees receive at least 30 days.</i>																								
Muscatine		X	X		C	C	C	C	C	C	C	C	C	C	C						H	C		
<i>Health, Transfer, Eval &amp; staff reduction is all still in the Master Contract</i>																								
Nashua-Plainfield		X	X		C	C	H	N	N	C	C	C	N	C	N	H	H	H	H		H	\$42,140	\$46,355	
Nashua-Plainfield ESSA		X			N	C	N	N	C	C	N	C	N	C	N	N	N	N	N		N			
Nevada			X		C	C	H	N	C	C	N	C	N	C	N	H	H	H	H	N				
New Hampton		X	X		C	C	H	N	C	C	C	C	N	N	N	H	H	H	H		C	\$33,800	\$38,142	
New Hampton EASG		X	X		C	C				C	C			C	C						N			
New London		X		X	C	H	N	N	H	H	H	N	N	H	H	H	H	H	H	H	C	\$33,890	\$39,651	
Newton		X	X		C	C	C	N	H	H	H	C	N	C	N	H	H	H	H	N	H	\$31,725	\$35,532	
Nodaway Valley			X	X	C	H	H	N	H	H	H	H	C	H	H	H	H	H	H	N				
North Butler		X	X		C	H	H	N	N	C	C	C	N	C	C	H	H	H	H	N	C	\$39,540	\$41,654	
North Cedar		X	X		C	C			C	C	C	C	H	C		H	H	H	H		C	\$33,761	\$39,163	
North Fayette-Valley		X	X		N	H	H	N	H	H	H	H	H	H	N	H	H	H	H	H	H	\$42,035	\$46,893	
North Fayette-Valley ESPA		X	X		N	H	H	N	H	N	N	C	H	H	H	H	H	H	H					
North Iowa		X																				\$33,950		
North Kossuth		X	X	X	N	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N	C	\$35,000	\$39,900	



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North Linn																								
North Mahaska		X	X		C	C	H	N	H	C	C	C	N	C	N	H	H	H	H	N	C		\$32,025	\$35,015
North Polk	X																						\$40,025	\$44,573
North Scott		X		X	C	H	H	N	H	H	H	H	H	H	N	H	H	H	H	H	H		\$40,896	\$46,352
North Tama		X	X		C	C	C	N	C	C	C	C	N	C	N	H	H	H	H					
North Union		X		X	H	H	H	N	H	H	N	H	N	H	N	H	H	H	H	N	C		\$28,095	\$32,028
Northeast		X	X	X	C	H	H	N	H	H	N	H	N	H	N	H	H	H	H	H	H	C	\$33,304	\$38,299
Area I Northeast Iowa CC		X	X	X	H	H	H	N	N	H	H	H	H	H	H	H	H	H	H	N	N			
Northeast Iowa CC SSA		X	X	X	N	H	H	N	H	H	H	H	H	H	H	H	H	H	H	N				
Northwood-Kensett		X	X		H	C	H	N	H	C	C	C	N	C	N	H	H	H	H	H	H		\$36,851	\$41,273
Norwalk		X		X	H	H	N	N	H	H	N	H	N	N	N	H	H	H	H	H	H		\$40,030	\$41,830
Odebolt-Arthur-Battle Creek-Ida Grove		X			N	C				C		C									C		\$35,125	\$41,725
Oelwein		X	X	X	H	H	H	N	N	N	N	N	N	N	N	H	H	H	H		H		\$34,682	
<i>There is a "loyalty bonus" in the handbook. Extra pay for longevity.</i>																								
Oelwein SSA		X	X	X	N	H	H	N	N	H	H	N	N	H	H	H	H	H	H		N			
<i>Hiring guide</i>																								
Ogden			X	X	N	H	H	N		H	N	H	H	H	N	H	H	H	H	N				
Okoboji		X																					\$34,644	\$34,780
Olin		X	X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H		N		\$36,996	\$40,475



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<i>Districts provides a dollar amount and employees chose insurance plan.</i>																							
Osage		X	X	X	C	H	H	N	H	H	H	H	N	H	N	H	N	H	H	H	H	\$39,555	\$43,708
Osage ESA		X	X	X	C	H	H	N	H	H	H	H	N	H	H	H	N	H	H	N	N		
Oskaloosa		X	X		C	C	N	N	C	H	H	H	N	N	N	H	H	H	H	N	C	\$37,685	\$41,206
Oskaloosa SSA		X	X		C	C	N	N	C	C	C	H	N	H	C	H	H	H	H	N			
Ottumwa		X	X		C	C	C	N	C	N	C	C	N	C	N	H	H	H	H	N	C	\$43,713	\$46,085
Panorama			X		C	C	H	H	H	C	H	H	N	H	N	H	H	H	H	N			
P C M			X		C	C	H	N	H	C	C	C	H	C	N	H	H	H	H	H			
Pekin		X	X	X	H	H	N	N	H	H	N	H	H	H	N	H	H	H	H	N	H	\$42,344	\$46,309
Perry			X	X	N	C	N	N	N	N	N	C	N	C	N	N	N	N	N	N			
Pleasant Valley		X	X		C	C	C	H	C	C	C	C	H	C	N	H	H	H	H	H	H	\$42,979	\$47,873
<i>Interest Based Local</i>																							
Pleasantville			X		C	C	C	N	C	C	C	C	N	C	N	H	H	H	H	H			
Pleasantville ESP					C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	H			
Pocahontas Area		X																				\$39,661	\$43,822
Postville		X	X		C	C	H	N	C	C	C	C	H	C	N	H	H	H	H	N		\$31,820	\$36,593
Postville ESEA		X	X		N	C	H	N	N	C	C	C	N	C	N	H	H	H	H	N	N		
AEA 08 - Prairie Lakes		X	X	X	C	H	H	N	H	H	N	H	C	H	N	H	H	H	H	N			
AEA 08 - Prairie Lakes ESA		X	X	X	C	H	H	N	H	H	N	H	C	H	H	H	H	H	H	N			



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Grades: A-\$14.75 B-\$15.25 C-\$15.75 D-\$16.25																							
Prairie Valley			X	X	N	H	N	N	H	H	H	H	N	H	N	H	H	H	H	N			
AEA 12 - Northwest AEA		X	X		C	C	H	N	H	C	H	C	N	C	N	H	H	H	H	H	N		
AEA 09 - Mississippi Bend	X																						
Red Oak ESP		X																					
Red Oak		X			C	H	H			C	H	H	C	H		H	H			H	H		
Remsen-Union		X		X		H			H	H	H	H	H	H	H					H		\$29,000	\$30,000
Riceville		X	X		C	C	N	N	H	C	C	C	N	C	N	H	N	N	N	N	C	\$33,500	\$36,200
River Valley		X		X	N			N	H	H	H	H	N	H	N	H	H	H	H	H	C	\$33,000	\$36,923
River Valley		X								C					C								
Riverside		X	X		C	C	H		C		C	C	C	C		H	H	H	H	H			
Rock Valley		X	X	X	H	H	H	N	H	H	N	H	H	H	N	H	H	H	H	H			
Roland-Story		X	X		C	C	C			C		C		C		H	H	H	H	H		\$39,262	\$45,151
Rudd-Rockford-Marble Rock		X	X		C	C	N	N	C	C	C	C	N	C	N	H					C	\$36,970	\$38,978
Ruthven-Ayrshire		X			C	C	H	N	H	C	C	C	N	C	N	H	H	H	H	N	C	\$35,500	\$38,500
Saydel			X		C	H	H	N	C	H	N	H	N	H	N	H	H	H	H	N	C	\$41,570	\$44,740
Schaller-Crestland		X																				\$32,200	\$34,825
Sergeant Bluff-Luton		X	X		C	C	C	N	C	C	N	C	N	C	N	H	H	H	H	H	C	\$38,784	\$44,464
Seymour					C	C	H	N	H	C	C	C	N	C	N	H	N	H	H	N			



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Sheldon		X			C	C			C			C										\$35,402	\$39,252	
Shenandoah		X		X	H	H	H	H	H	H	H	H	N	H	H	H	H	H	H	H	H			
Shenandoah SSA		X			C	H			H	H				H	H	H	H	H	H					
Sibley-Ocheyedan		X	X	X	C	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	C	\$32,950	\$35,950	
Sidney		X		X	C	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N				
Sioux Center		X	X		C	C	H	C	C	C	C	C	C	C	N	H	H	H	H	N		\$36,103	\$41,879	
Sioux Central		X			C	C			C	C		C		H		H					C	\$34,220	\$37,820	
Sioux City		X	X		C	C	C	N	C	C	C	C	N	C		H	H	H	H	H	C	\$36,661	\$40,694	
Sioux City ESP		X			C	C	N	N	C	C	C	C	N	C		H	H	H	H	N	N			
Solon		X	X		C	C	H	N	H	H	H	H	N	H	N	H	H	H	H	N	C	\$39,221	\$45,095	
South Central Calhoun		X		X	C	H	N	N	H	H	H	H	N	H	N	H	H	H	H	N	C	\$41,250	\$44,250	
South Hamilton	X																					\$38,760	\$44,574	
South O'Brien		X			C	C	C		C	C		C		C	N	H	H	H	H			\$36,940	\$42,850	
South Page		X	X	X																				
South Tama		X		X	H	H	N	N	N	H	N	N		H		N	N	N	N			\$29,000	\$32,770	
South Winneshiek		X	X		C	C	C	N		C	C	C		C	N		H	H	H		C	\$34,290	\$38,404	
<i>2 year contract. \$450 on the base each year.</i>																								
South Winneshiek ESP		X			N	H	N	N	N	H	H	N	N	H	H	H	N	N	N	N	N			
Southeast Polk	X																					\$46,755	\$51,266	



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Southeast Warren					C	C	H	N	C	C	C	C	N	C	N	H	H	H	H	H			
Southeast Webster-Grand			X	X	N	H	N	N	H	H	H	H	N	H	N	H	H	H	H	N			
Southeastern CC ESA		X	X		C	C	C	N	C	C	H	C	N	C	C	H	N	H	N	H	N		
Area XVI Southeastern CC		X	X		C	C	C	N	C	H	N	C	N	C	C	H	N	H	N	H	C		
Area XIV Southwestern CC				X	C	H	H	N	N	H	H	H	N	H	H	N	H	H	H	N			
Spencer		X	X	X	N	H	N	N	H	H	H	H	N	H	N	H	N	H	H	N		\$38,500	\$42,000
Spirit Lake		X	X	X	N	H	N	N	H	H	H	H	N	H	N	H	H	H	H	N		\$43,420	\$46,942
Springville			X		C	C	H	N	N	C	H	H	H	H	N	H	H	H	H	N	C	\$30,648	\$33,664
St. Ansgar		X	X		C	C	N	N	C	C	C	C	N	C	N						C	\$44,105	\$49,198
Stanton		X				H			H	H				H			H	H	H	H			
Starmont		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	H	\$31,790	\$36,241
Starmont ESP		X		X	N	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N			
Storm Lake		X	X	X	H	H	H	H	H	H	H	H		H	H	H	H	H	H	H		\$38,995	\$44,020
Stratford		X	X		C	C	H	N	C	C	C	C	C	C	N	H	H	H	H		C	\$38,796	\$48,696
Sumner-Fredericksburg		X	X		C	H	H	N	H	H	H	H	H	N	N	H	H	H	H	H	C	\$35,840	
Tipton		X	X		C	C			C	C	C	C	C	C		H	H	H	H		C		
Treynor		X	X			C			C	C		C											
Tri-Center		X																					
Tri-County		X	X	X	H	H	N	N	H	H	N	H	N	H	N	H	H	H	H	N	H	\$30,625	\$32,950



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Tripoli		X	X	X	H	H	H	N	H	H	N	H	N	H	N	H	H	H	H			\$31,555	
Turkey Valley		X	X		C	C	C	N	C	C	C	C	H	C	N	H	H	H	H				
<i>Evaluation procedure changed in 20-21</i>																							
Twin Rivers		X	X	X	N	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	N	\$38,915	\$42,020
Underwood		X	X		C	C				C		C		C		H	H	H	H				
United		X	X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	H	H	H	
Union		X		X	H	H	H	N	N	H	H	H	N	H	N	H	H	H	H	N		\$41,670	\$44,170
Urbandale	X																					\$49,220	\$54,335
Van Buren County		X	X	X	N	H	N	N	H	H	N	N	N	N	N	N	H	H	H	N	C	\$28,700	
Van Meter																							
Villisca		X	X		C	H		H		H	H	H	H	H		H	H	H	H				
Vinton-Shellsburg		X	X	X	C	H	H	N	N	C	H	H	N	H	N	H	H	H	H	H	C		
Waco		X	X		H	H	H	N	H	C	C	H	N	H	N	H	H	H	H	N	H	\$33,500	\$34,160
Waco ESP		X	X	X	N	H	H	N	H	H	N	H	N	H	H	H	H	H	H	N	N		
Wapello		X	X	X	C	H	H	N	H	H	H	H	H	H	N	H	H	H	H	N	C	\$35,927	\$60,416
Wapsie Valley		X	X		C	C	H	N	C	C	N	C	N	C	N	H	H	H	H	H	C	\$35,289	\$43,935
Washington		X	X	X	H	H	H	N	H	H	H	H	N	H	N	H	H	H	H	N	H	\$35,045	\$38,550
Waterloo		X	X	X	N	H	N	N	N	H	N	N	N		N	N	H	N	N	N			
Waterloo ESP		X	X	X	N	H	N	N	N	H	N	N	N	N	N	N	N	H	N	N			



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Waukee		X	X		C	C	H	N	C	C	C	C	H	C	N	H	H	H	H	H			
Waverly-Shell Rock		X			C	C	H	N	H	H	N	C	N	H	N	H	H	H	H	H	C	\$38,985	\$43,427
Wayne																							
Webster City		X	X		H	C	C		C	C	C	C		C		H	H	H	H			\$37,040	\$42,226
Webster City ESP		X	X		H	C	C	N	C	C	C	C		C	C	H	H	H	H				
West Bend-Mallard		X	X		C	C	C	N	H	C	C	C	N	C	N	H	H	H	H	N		\$34,175	\$36,990
West Branch		X	X		C	C	C		C	C	C	C		C		H	H	H	H		C	\$36,868	\$40,078
West Burlington		X	X		C	C	N	N	C	C	C	C	N	N	N	H	H	H	H	N	C	\$36,323	\$41,376
West Central		X		X	H	H	H	N	H	H	H	H	H	H	N	H	H	H	H	N	C	\$29,500	\$32,450
West Central Valley			X	X	C	C	N	N	C	C	C	C	N	C	N	N	N	N	N	N			
West Delaware County		X	X		C	C	H	N	C	C	H	C	N	C	N	H	H	H	H	N	C	\$31,725	\$36,483
West Delaware ESA		X	X		C	C	C	N	C	C	C	C	H	C	H	H	H	H	H	N			
West Des Moines	X																					\$41,392	\$44,252
West Des Moines ESP	X																						
West Fork		X	X	X	C	H	N	N	H	H	H	H	H	H	N	H	H	H	H	N	C	\$36,593	\$41,250
West Hancock		X	X	X	H	H	N	N	N	H	N	H		H	N	H	H	H	H	N		\$37,588	\$40,758
West Harrison			X		C	C	C	N	H	H	C	C	H	C	N	H	H	H	H	H			
West Liberty		X	X		C	C	H	N	N	C	C	H	N	H	N	H	H	H	H		C	\$37,135	\$40,919
West Liberty		X			N	C	N	N	N	C	C	N	H	C	C	H		H			N		



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<i>District pays 60% of single insurance.</i>																							
West Lyon		X	X	X																		\$28,985	\$31,855
West Marshall		X	X		N	H	H	N	H	H	H	H	C	H	N	H	H	H	H	N	H	\$35,230	\$39,755
<i>Salary Schedule to be developed as part of the 2018-21 contract.</i>																							
West Monona		X	X	X	C	C	C	N	C	C	C	C	N	C	N							\$31,765	\$34,624
West Sioux		X	X		C	C				C		C										\$39,556	\$47,863
Western Dubuque		X	X		C	C	H	N	C	H	N	H	N	H	N	H	H	H	H	H	C	\$36,795	\$40,687
Area XII Western Iowa Tech CC		X	X	X	N	H	N	N	H	H	N	H	N	H	N	H	N	H	N		N		
Westwood				X	C	C	N	N	H	H	C	C	N			H	H	H	H	H		\$32,721	\$37,441
Williamsburg		X	X		C	C	C	N	N	C	C	C	C	C	N	H	H	H	H	H	C	\$36,500	\$40,880
Wilton		X	X	X	C	H	H	N	H	H	H	H	H	H	N	H	H	H	H	N	H	\$34,587	
Winfield-Mt. Union		X		X	C	H	N	N	H	H	H	H	C	N	N	H	H	H	H	H		\$30,700	\$34,691
Winterset		X	X		C	C	H	H	C	C	C	C	H	C	H	H	H	H	H	H			
Winterset ESEA			X		C	C	C	N	C	C	C	C	N	C	C	H	H	H	H	N			
Woodbine		X		X																			
Woodbury Central		X				C		C		C				C								\$32,000	\$35,600
Woodward-Granger	X																					\$34,985	\$40,127

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Woodward-Granger SSA		X			H	C	C	N	H	H	N	C	N	C	H	H	H	H	H	N	N		
<b>Replies:</b>	13	301	276	131	352	356	337	327	345	355	337	352	315	348	318	335	337	337	339	290	173	214	202
<b>Number in Contracts:</b>					229	205	92	14	138	187	138	200	47	173	49	0	0	0	0	0	98		
<b>Number in Handbooks:</b>					60	151	179	31	148	161	129	132	62	143	45	312	312	324	320	102	45		
<b>Number with None:</b>					63	0	66	282	59	7	70	20	206	32	224	23	25	13	19	188	30		
<b>Total Locals: 395</b>																							

**Location**

C = Contract  
H = Handbook  
N = None