Bettendorf Community School District
Community | Lifelong Learning | Integrity | Empowerment

Bettendorf Community School District
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Dr. Michelle Morse, Superintendent

Bettendorf Community School District Resolution in Support of the Iowa State Education Association Educator Bill of Rights

WHEREAS, Iowa's public schools are foundational to strong communities, thriving families, and a prosperous future for our state; and

WHEREAS, the success of Iowa students depends on the dedication, experience, professionalism, and well-being of the educators and school staff who serve them every day; and

WHEREAS, supporting the recruitment and retention of high-quality educators is essential to ensuring equitable access to excellent public education for all students; and

WHEREAS, the Iowa State Education Association has outlined an Educator Bill of Rights that affirms the essential conditions required for educators, support staff, and school employees to perform their jobs effectively and sustainably; and

WHEREAS, these rights reflect long-standing values widely supported across Iowa communities, including respect, safety, high standards for teaching and learning, fair compensation, and adequate resources for students and staff;

NOW, THEREFORE, BE IT RESOLVED that the Bettendorf Community School District Board of Education adopts and believes that all Iowa public education staff have a right to the following:

Professional Respect. The right to be acknowledged, respected, and valued for expertise, training, and dedication, in great public schools and their communities.

Manageable Workload. The right to do their jobs within the workday, including regularly scheduled time to manage workload, preparation, collaboration, break time, duty-free lunch, and other essential and professional tasks. This also includes limiting class size or total student load to ensure staff can plan, assess student learning, and build strong relationships with their students and families.

Fair Compensation. The right to bargain for a competitive, comprehensive agreement encompassing many issues, including competitive and living wages, paid leave, affordable health insurance, benefits, working conditions, and limiting class size.

Safe and Healthy Work Environment. The right to a safe, healthy, and secure working and learning environment with administrative support for clear, consistent, and up-to-date processes for addressing disruptive behavior and intentionally violent acts.

Secure Retirement. The right to a secure retirement with IPERS, a well-managed, gold-standard defined-benefit retirement system.

Bettendorf Board of Education
Paul Castro, President | Ryan McGivern, Vice President
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Quality Resources. The right to select and use high-quality resources, supplies, tools, and equipment needed to effectively and productively execute jobs and duties. This includes ensuring that all curriculum is credible, research-based, and developmentally appropriate.

Community Support. The right to a school environment that reinforces student learning and school goals, with support from administrators, board members, parents, and the community.

Collaborative Leadership. The right to a Labor Management Committee (LMC) in every workplace, utilizing local association members to foster collaborative problem solving, improve working conditions, and enhance student learning.

Professional Growth. The right to shape and access job-related growth opportunities. This includes professional development covering specific needs, interests, and experiences, quality onboarding, training, and mentoring new employees.

Professional Collaboration. The right to collaboration and input, which recognizes staff as experts in their field, and the value in exchanging and sharing practices, lessons learned, methods used, and general experiences with each other.

BE IT FURTHER RESOLVED, that the Bettendorf Community School District Board of Education affirms its commitment to policies, budgeting priorities, and community engagement efforts that uphold these principles and strengthen the teaching and learning environment within our district.

Adopted this 5th day of February, 2026.