



Memo: ICEA Teachers and ICCSD Tentative Agreement - 1 year agreement

Attn: Iowa City Community School District Board of Directors

2.01% Total Package Increase

**Wages:**

- Step movement for eligible employees
- \$750 on longevity stipend (top step)

**Language:**

D. Educational Lanes

1. College or university course work. For BA and BA+20 (the BA+45 lane was discontinued after September 10, 2008) lanes, lane change credit may be earned through completion of undergraduate or graduate course work in a field related to the employee's teaching assignment. For MA, MA+15, MA+30 or MA+50 lanes, lane change credit may be earned through completion of graduate course work in a field related to the employee's teaching assignment. Lane change credit must be earned from a college or university that has institutional accreditation recognized by the U.S. Department of Education (or Iowa Department of Education's Board of Educational Examiners) and preapproved by Human Resources (all colleges and universities in the state of Iowa are automatically preapproved). For the 2026-2027 school year, credits completed before July 1, 2026, shall be accepted. The Human Resources Department shall create a repository of colleges and universities that are not approved. The preapproval process shall not apply to employees completing a degree conferring program begun prior to July 1, 2026.

**Article XIV – Employee Work Year**

Work Year

... The work year for returning employees shall be one hundred eighty-six (186) days. The work year for employees new to the district shall be one hundred eighty-eight (188) days

Section XIV.I.2 Beginning in the 2026-2027 school year, attendance will be required for the following professional obligations, which would count as a work day.

- a. Elementary teachers will attend the meet the teacher event and one other event as determined by building administration.

**Matthew Degner – Superintendent of Schools • R Chace Ramey – Deputy Superintendent**

It is the policy of the Iowa City Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs, activities, 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 Laura Cottrell

(Executive Director of Educational Services & Student Success) for programming at [cottrell.laura@iowacityschools.org](mailto:cottrell.laura@iowacityschools.org)

Nick Proud (Chief Human Resources Officer) for employment at [proud.nick@iowacityschools.org](mailto:proud.nick@iowacityschools.org), 2255 N Dubuque Road, Iowa City, Iowa 52245, (319) 688-1000; or if you are unsure how to proceed or would like assistance in discussing your options, you may also contact Janet Abejo-Parker at

[ombuds@iowacityschools.org](mailto:ombuds@iowacityschools.org) or (319) 688-1312.



- b. Secondary teachers will attend back-to-school night and one other event as determined by building administration.

Two (2) contract days each year shall be designated as "work from an alternative location." These days shall be indicated on the staff calendar each year as "teacher work days" and determined by the district's calendar committee. During these two teacher work days, building- or district-directed professional development shall not be planned.

Employees shall be granted four (4) days leave per year for personal business at the discretion of the employee. Employees may carry over a maximum of two (2) days of personal leave to the following school year. Employees that end the year with a personal leave balance of at least two days may cash in one unused day for \$175 and still carry over up to two personal days. Employees that have a personal leave balance under 2 days at the end of the year are not eligible to cash in a day.

- *An employee planning to use a personal day shall notify the employee's supervisor at least three (3) days in advance, except in cases of emergency.*

#### Article XV – Employee Hours

Professional Development time on Thursdays, fourteen (14) times a year, including one Thursday each month (September - May) will be designated as employee-directed professional development. Any designated conference preparation days shall be included in the 14 employee directed professional development days. During these designated Thursdays, district-wide / school-wide PD will not be planned. Individualized PD must align with District or building initiatives or the employee's Career Development Plan (CDP). Employees shall be allowed to work from an alternative location on these fourteen (14) employee-directed professional development Thursdays. Should the district cancel school or call an early release on a day designated for employee directed PD, the day will not be shifted to a different Thursday. In addition to these 14 employee directed professional development days, two Thursday professional development times shall be designated as elementary conference dates.

#### **Request for collaborative teams on two topics:** Fall 2026

- Elementary workday
- School year calendar

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