

**WEBSTER CITY
EDUCATION ASSOCIATION
Certified Staff
(WCEA)**



COMPREHENSIVE AGREEMENT
Effective July 1, 2025 - June 30, 2028

COMPLIANCE CLAUSES

- A. **Separability** - Should any article, section, clause, or phrase of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or phrase shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, clauses or phrases shall remain in full force and effect.
- B. **Duration Period** - The Agreement shall be effective as of July 1, 2023, and shall continue in effect until June 30, 2024.
- C. **Notice** - Whenever the provisions of this Agreement require notice to be given by either of the parties to this Agreement, notice will be given by letter to either party at the following designated addresses:

Notice to Board: Board of Directors
 Webster City Community School District
 PO Box 10
 820 Des Moines Street
 Webster City, IA 50595

Notice to Association: President
 Webster City Education Association
 Box 284
 Webster City, IA 50595

SIGNATURE CLAUSE

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective President and their signatures placed thereon all on the 23rd day of May, 2025.

Schedule A

2025-26 SALARY SCHEDULE

Eligible employees making less than \$50,000 and \$62,000 will receive increases (funded by the state to meet the new minimum salary requirements as set forth in Iowa Code.

Each eligible employee will receive a \$2,150 flat dollar increase (or a percent thereof, depending on their FTE).

Of the eligible employees affected by the new state salary minimums, in the event they receive less than the agreed to \$2,150 flat salary increase, the district will make up the difference.

Agricultural Education Instructors will receive up to 10% supplemental pay and up to 15 extra days, based on the number of Ag courses taught.

Transition from a 195-day contract to a 194-day contract.

Comprehensive Agreement/Master Contract Language

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|---|---------------------------|
| • ARTICLE I: PREAMBLE ----- | Place in Handbook |
| • ARTICLE II: RECOGNITION ----- | Place in Handbook |
| • ARTICLE III: GRIEVANCE PROCEDURE ----- | Place in Handbook |
| • ARTICLE IV: WORK YEAR & HOLIDAYS ----- | Place in Handbook |
| • ARTICLE V: EMPLOYEE HOURS ----- | Place in Handbook |
| • ARTICLE VI: HEALTH & SAFETY ----- | Place in Handbook |
| • ARTICLE VII: SENIORITY ----- | Place in Handbook |
| • ARTICLE VIII: LEAVES ----- | Place in Handbook |
| • ARTICLE IX: SICK LEAVE ----- | Place in Handbook |
| • ARTICLE X: WAGES ----- | Place in Handbook |
| • ARTICLE XI: COMPLIANCE CLAUSES | |
| A. Compliance Between Individual Contracts & Agreements ----- | Place in Handbook |
| B. Separability ----- | Remain in Master Contract |
| C. Duration Period ----- | Remain in Master Contract |
| D. Notice ----- | Remain in Master Contract |
| E. Agreement Copies ----- | Place in Handbook |
| • ARTICLE XII: SIGNATURE CLAUSES ----- | Remain in Master Contract |
| • SCHEDULE A ----- | Remain in Master Contract |
| • SCHEDULE B ----- | Remain in Master Contract |

Duration

This Agreement shall become effective on July 1, 2025, and shall remain in full force and effect through June 30, 2028 with reopener of base wages for the 2026-2027 and 2027-2028 academic years.


For the Association


For the District

5-1-2025
Date

5/6/25
Date

*Club sponsorships do not include student activities attendant to vocational teaching positions, i.e. DECA, VICA, OE and FFA. All current or proposed compensated club sponsorships are subject to annual review and board approval and must submit the following information: (1) Definition of purpose; (2) By-laws and Constitution; (3) Definition of community service projects; (4) Definition of trips, if any; (5) Number and intervals of meetings as established per by-laws; (6) Current participation numbers and projected numbers for the following year. Information must be submitted by the current or proposed club sponsor prior to February 15 for the succeeding year to the Building Principal. If recommended by administration and approved by the Board, the club will be compensated according to the contractual stipend for the subsequent year.

SCHEDULE B
SUPPLEMENTAL PAY

All compensation under Schedule B will be calculated based on a percentage of the individual's employee salary.

<u>Duty</u>	<u>Stipend</u>
Football, Volleyball, Basketball (G&B), Wrestling, Baseball, and Softball	
Head	13%
Assistant	7.0%
Lower level assistant (example: 9th only)	5.0%
<i>(If the lower-level assistant wants to continue through the end of the varsity season, they will receive the 7% stipend.)</i>	
Head 7th and 8th grade	5.0%
Assistant 7th and 8th grade	4.0%
Track (G&B), Cross Country, and Soccer	
Head	10.0%
Assistant	6.0%
Lower level assistant (example: 9th only)	4.0%
Head 7th and 8th	5.0%
Assistant 7th and 8th	4.0%
Golf (G&B) and Tennis (G&B)	
Head	6.0%
Additional for Combined varsity Boys and Girls Teams	1.0%
If a coach is head coach of two similar teams, they will receive an extra	1.0%
<i>Example: JV and Varsity Soccer Coach</i>	
JV Assistant (annual appointment as needed based on roster for Golf)	3.0%

Auditorium/Lighting	2.5%	Publications, MS Director	4%
Cheerleader Director	8%	Publications, HS Director	5%
Club Sponsors*	2.5%	Rocket Club	2.5%
FFA Advisor	10%	Speech, Individual	5%
FFA Asst. Advisor (stipend will change from year to year based on ag classes taught)	$\frac{1}{3}$ of 10%	Speech, Large Group	5%
Lego League Advisor	2.5%	SPVG	6%
Mock Trial, MS	1.5%	Student Council Advisor, HS	5%
Music, Instrumental (HS)	10%	Student Council Advisor, MS	3%
Music, Instrumental (MS/NEH)	5%	WCTV Director, Elementary	1.5%
Music, Vocal (HS)	10%	WCTV Director, MS	1.5%
Music, Vocal (MS)	5%	WCTV Director, HS	1.5%
Play, Fall	5%		
Play, Spring	5%		
Play, Spring (Musical Even Years)	5%		
Prom Advisor	2%		