

AGREEMENT
BETWEEN
THE AHSTW COMMUNITY SCHOOL
DISTRICT
AND
THE AHSTW
EDUCATION ASSOCIATION

2026-2027



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ARTICLE I RECOGNITION

The Board of Education of the AHSTW Community School District recognizes the Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case 413) issued by the PERB on the 19th day of November, 1975, (and recertified in 2019) and who are employed by the AHSTW Community School District. The bargaining unit is as follows:

INCLUDED: Anyone regularly employed by the AHSTW Community School District as a full or regular part-time teacher, librarian, guidance counselor, learning disabilities teacher, special education teacher, and who holds a current valid certificate from the State of Iowa for any of the positions.

EXCLUDED: All of those not listed above and employed by the AHSTW Community School District, including but not limited to school nurses, teacher aides, substitute teachers, food service workers, bus drivers, secretaries, janitors, and all other employees specifically prohibited by law.

The term "Board" as used in this Agreement shall mean the Board of Education of the District or its duly authorized representatives.

The term "Employee" as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by PERB.

The term "Association" as used in this Agreement shall mean the AHSTW Education Association or its duly authorized representatives or agents.

ARTICLE II PROCEDURES FOR NEGOTIATIONS

Section A Initialing Tentative Agreements

If both parties agree, articles tentatively agreed to may be initialed by each party, dated, and set aside subject to final ratification of the agreement.

Section B Request for Meetings

Request from the Association for negotiation meetings shall be made through the Superintendent of Schools.

Section C Negotiation Teams

Neither party in negotiations shall have control over the selection of the bargaining representatives of the other party.

ARTICLE III SALARY SCHEDULE

AHSTW Salary Schedule for FY 2027						
Generated Base Wage:	\$36,000.00					
FY Increase	\$1,500.00	FY Increase is provided to all current employees				
Education Increases (EI Increase from Base Wage)						
			\$1,000.00	\$2,500.00	\$4,500.00	\$6,000.00
						\$8,000.00
Education Lanes		BA	BA +12	BA+24	MA	MA +12
Salary		\$36,000.00	\$37,000.00	\$38,500.00	\$40,500.00	\$42,000.00
						\$44,000.00

ARTICLE IV
AGREEMENT/DURATION

If any provisions or applications of this Agreement are held to be contrary to law then such provision or application shall not be deemed valid except to the extent permitted by law. All other provisions or applications shall continue in full force and effect. Whenever any notice is required to be given by either of the parties to this Agreement to the other, either party shall do so by letter in person at the following designated address or at such other address as may be determined by a party in written notification of the other part.

If by the Association, to the Board at:
Office of the Superintendent
AHSTW Community Schools
Avoca, IA 51521

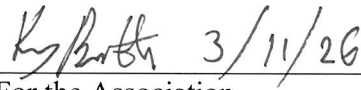
If by the Board, to the Association at:

President, AHSTW Education Association
AHSTW Community Schools
AHSTW, IA 51521

- B. This agreement will be posted on the district website.
- C. The duration of the Agreement will extend from July 1, 2026 to June 30, 2027.



For the District

 3/11/26

For the Association

