VILLISCA COMMUNITY SCHOOL

MASTER CONTRACT



JULY 1, 2021 – JUNE 30, 2022
Master Contract

It is the policy of the Villisca Community School District not to discriminate on the basis of sex, race, national origin, creed, age, marital status or disability in its educational programs, activities or employment policies as required by Title VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Educational Amendments and Section 504 of the Federal Rehabilitation Act of 1973.

Inquiries regarding compliance with Title IX, Title VI or Section 504 may be directed to: Superintendent, Villisca Community School District, 406 E. 3rd St., Villisca, IA 50864, Phone 712-826-2552, to the director of the Civil Rights Commission, Des Moines, Iowa, or the Director of the Region VII Office of Civil Rights, Department of Education, Kansas City, Missouri.

ARTICLE I
RECOGNITION 1
ARTICLE II
BASE WAGE 3
ARTICLE III
COMPLIANCE CLAUSES AND DURATION 3
APPENDIXES
SALARY SCHEDULE .....
SCHEDULE B .....

ARTICLE I: RECOGNITION

A. UNIT. The Board hereby recognizes the Villisca Education Association as the certified exclusive and sole bargaining representative for all personnel specifically set forth in the PERB certification instrument (Case 386:) issued by the PERB on the 10th day of July 1975.

B. DEFINITIONS

1. The term "Board" or "Employer," as used in this Agreement, are synonymous and shall mean the Board of Education of the Villisca Community School District or its duly authorized representatives.

2. 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 the Public Employment Relations Board.

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

4. Unless otherwise specified, the term "day" shall mean calendar day.

ARTICLE II: BASE WAGES AND SALARIES

Base Wage will be $31,600 for the one year contract for 2021-2022. The parties agree that the salary schedule or schedule B may remain in this Agreement in anticipation that PERB will determine if salary schedules are mandatory or permissive topics of negotiation.

ARTICLE III: COMPLIANCE CLAUSES AND DURATION

A. PUBLISHING AGREEMENT. Within thirty (30) days after the Agreement is signed, a copy shall be available to all employees now employed and to new employees upon execution of their individual contracts via email or through the District's website.

B. NOTICES. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by email or letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, the Board at the office of the Superintendent.

2. If by the Board, to Association in the school mailbox or the current Association President as furnished by the Board.

C. DURATION. This agreement shall be effective July 1, 2021, and shall continue through June 30, 2022.

D. SIGNATURE CLAUSE:

In witness whereof the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 2nd day of March, 2021.

VILLISCA EDUCATION ASSOCIATION

by _____ by _____
Its President Its Chief Negotiator

VILLISCA COMMUNITY SCHOOL DISTRICT

by _____ by _____
Its President Its Chief Negotiator

Southwest Valley Salary Schedule 2021-2022

Base	31,600
TSS	4784

Index Across	0.040
Index Down	0.035
Longevity - Grey Cells	$500

Step		BA	BA+15	BA+30	MA	MA+15	MA+30
1	Sal	31,600	32,864	34,128	35,392	36,656	37,920
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**36,384**	**37,648**	**38,912**	**40,176**	**41,440**	**42,704**
2	Sal	32,706	33,970	35,234	36,498	37,762	39,026
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**37,490**	**38,754**	**40,018**	**41,282**	**42,546**	**43,810**
3	Sal	33,812	35,076	36,340	37,604	38,868	40,132
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**38,596**	**39,860**	**41,124**	**42,388**	**43,652**	**44,916**
4	Sal	34,918	36,182	37,446	38,710	39,974	41,238
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**39,702**	**40,966**	**42,230**	**43,494**	**44,758**	**46,022**
5	Sal	36,024	37,288	38,552	39,816	41,080	42,344
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**40,808**	**42,072**	**43,336**	**44,600**	**45,864**	**47,128**
6	Sal	37,130	38,394	39,658	40,922	42,186	43,450
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**41,914**	**43,178**	**44,442**	**45,706**	**46,970**	**48,234**
7	Sal	38,236	39,500	40,764	42,028	43,292	44,556
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**43,020**	**44,284**	**45,548**	**46,812**	**48,076**	**49,340**
8	Sal	39,342	40,606	41,870	43,134	44,398	45,662
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**44,126**	**45,390**	**46,654**	**47,918**	**49,182**	**50,446**
9	Sal	40,448	41,712	42,976	44,240	45,504	46,768
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**45,232**	**46,496**	**47,760**	**49,024**	**50,288**	**51,552**
10	Sal	41,554	42,818	44,082	45,346	46,610	47,874
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**46,338**	**47,602**	**48,866**	**50,130**	**51,394**	**52,658**
11	Sal	42,660	43,924	45,188	46,452	47,716	48,980
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**47,444**	**48,708**	**49,972**	**51,236**	**52,500**	**53,764**
12	Sal	43,766	45,030	46,294	47,558	48,822	50,086
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**48,550**	**49,814**	**51,078**	**52,342**	**53,606**	**54,870**
13	Sal	44,266	46,136	47,400	48,664	49,928	51,192
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**49,050**	**50,920**	**52,184**	**53,448**	**54,712**	**55,976**
14	Sal	44,766	46,636	48,506	49,770	51,034	52,298
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**49,550**	**51,420**	**53,290**	**54,554**	**55,818**	**57,082**
15	Sal	45,266	47,136	49,006	50,876	52,140	53,404
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**50,050**	**51,920**	**53,790**	**55,660**	**56,924**	**58,188**
16	Sal	45,766	47,636	49,506	51,376	53,246	54,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**50,550**	**52,420**	**54,290**	**56,160**	**58,030**	**59,294**

Step		BA	BA+15	BA+30	MA	MA+15	MA+30
17	Sal	46,266	48,136	50,006	51,876	53,746	55,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**51,050**	**52,920**	**54,790**	**56,660**	**58,530**	**59,794**
18	Sal	46,766	48,636	50,506	52,376	54,246	55,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**51,550**	**53,420**	**55,290**	**57,160**	**59,030**	**60,294**
19	Sal	47,266	49,136	51,006	52,876	54,746	56,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**52,050**	**53,920**	**55,790**	**57,660**	**59,530**	**60,794**
20	Sal	47,766	49,636	51,506	53,376	55,246	56,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**52,550**	**54,420**	**56,290**	**58,160**	**60,030**	**61,294**
21	Sal	48,266	50,136	52,006	53,876	55,746	57,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**53,050**	**54,920**	**56,790**	**58,660**	**60,530**	**61,794**
22	Sal	48,766	50,636	52,506	54,376	56,246	57,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**53,550**	**55,420**	**57,290**	**59,160**	**61,030**	**62,294**
23	Sal	49,266	51,136	53,006	54,876	56,746	58,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**54,050**	**55,920**	**57,790**	**59,660**	**61,530**	**62,794**
24	Sal	49,766	51,636	53,506	55,376	57,246	58,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**54,550**	**56,420**	**58,290**	**60,160**	**62,030**	**63,294**
25	Sal	50,266	52,136	54,006	55,876	57,746	59,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**55,050**	**56,920**	**58,790**	**60,660**	**62,530**	**63,794**
26	Sal	50,766	52,636	54,506	56,376	58,246	59,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**55,550**	**57,420**	**59,290**	**61,160**	**63,030**	**64,294**
27	Sal	51,266	53,136	55,006	56,876	58,746	60,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**56,050**	**57,920**	**59,790**	**61,660**	**63,530**	**64,794**
28	Sal	51,766	53,636	55,506	57,376	59,246	60,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**56,550**	**58,420**	**60,290**	**62,160**	**64,030**	**65,294**
29	Sal	52,266	54,136	56,006	57,876	59,746	61,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**57,050**	**58,920**	**60,790**	**62,660**	**64,530**	**65,794**
30	Sal	52,766	54,636	56,506	58,376	60,246	61,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**57,550**	**59,420**	**61,290**	**63,160**	**65,030**	**66,294**
31	Sal	53,266	55,136	57,006	58,876	60,746	62,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**58,050**	**59,920**	**61,790**	**63,660**	**65,530**	**66,794**
32	Sal	53,766	55,636	57,506	59,376	61,246	62,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**58,550**	**60,420**	**62,290**	**64,160**	**66,030**	**67,294**
33	Sal	54,266	56,136	58,006	59,876	61,746	63,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**59,050**	**60,920**	**62,790**	**64,660**	**66,530**	**67,794**
34	Sal	54,766	56,636	58,506	60,376	62,246	63,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**59,550**	**61,420**	**63,290**	**65,160**	**67,030**	**68,294**

Step		BA	BA+15	BA+30	MA	MA+15	MA+30
35	Sal	55,266	57,136	59,006	60,876	62,746	64,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**60,050**	**61,920**	**63,790**	**65,660**	**67,530**	**68,794**
36	Sal	55,766	57,636	59,506	61,376	63,246	64,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**60,550**	**62,420**	**64,290**	**66,160**	**68,030**	**69,294**
37	Sal	56,266	58,136	60,006	61,876	63,746	65,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**61,050**	**62,920**	**64,790**	**66,660**	**68,530**	**69,794**
38	Sal	56,766	58,636	60,506	62,376	64,246	65,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**61,550**	**63,420**	**65,290**	**67,160**	**69,030**	**70,294**
39	Sal	57,266	59,136	61,006	62,876	64,746	66,010
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**62,050**	**63,920**	**65,790**	**67,660**	**69,530**	**70,794**
40	Sal	57,766	59,636	61,506	63,376	65,246	66,510
	TSS	4,784	4,784	4,784	4,784	4,784	4,784
	Total	**62,550**	**64,420**	**66,290**	**68,160**	**70,030**	**71,294**