

**Master Contract
Between
Winfield Mt Union Community School District
And the
Winfield Mt Union Association
In compliance with
The Iowa Public Employee Relations Act
FY 2026-27 & 2027-28**

Preamble

The Board of Directors of the Winfield Mt Union Community School District in the counties of Henry, Des Moines, Louisa, and Washington, State of Iowa, hereinafter referred to as the Board and the Winfield Mt Union Education Association, hereinafter referred to as the Association, agree as follows:

Article A Recognition

The Board recognizes the Winfield Mt. Union Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as exclusive and sole negotiating agent for the personnel as set forth in the PERB certification. This unit includes classroom teachers; Title 1 teacher and guidance counselor. Excluded are athletic director, superintendent, principals, administrative secretaries, teacher aides, custodians, bus drivers, cooks, employees paid totally by grants, and all others excluded by the Public Employees Relations Act.

ARTICLE B. Finality and Effect of Agreement

This Agreement supersedes all previous agreements between the employer and the Association or any employee, unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties, and concludes collective negotiations for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiation and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement or with respect to any subject not specifically referred to, or covered in, this Agreement, even though such subject or matter may not have been within the knowledge of both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE C. Labor – Management Committee

WMUEA and WMUCSD agree to establish a joint Labor Management Committee. The purpose of this committee would be to collaboratively discuss employment matters not referred to in the Master Contract and other matters mutually agreed upon.

51 **DURATION**

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53 This Agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2028.

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55 This Agreement is signed this 4th day of May, 2026
56 In Witness thereof:
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60 Education Association:

School District:

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63 Co-President

President

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66 Co-President

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69 Chief Negotiator

Chief Negotiator

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72 Secretary

Secretary

31,200	SALARY SCHEDULE 2026-27			
5,750	TSS	LANE		
31,200	Base	1	2	3
INDEX		BA	MA	MA30

	Sal. Sch.	\$31,200	\$35,256	\$39,000
	TSS	\$5,750	\$5,750	\$5,750
1		\$36,950	\$41,006	\$44,750
	Sal. Sch.	\$32,448	\$36,504	\$40,248
	TSS	\$5,750	\$5,750	\$5,750
2		\$38,198	\$42,254	\$45,998
	Sal. Sch.	\$33,696	\$37,752	\$41,496
	TSS	\$5,750	\$5,750	\$5,750
3		\$39,446	\$43,502	\$47,246
	Sal. Sch.	\$34,944	\$39,000	\$42,744
	TSS	\$5,750	\$5,750	\$5,750
4		\$40,694	\$44,750	\$48,494
	Sal. Sch.	\$36,192	\$40,248	\$43,992
	TSS	\$5,750	\$5,750	\$5,750
5		\$41,942	\$45,998	\$49,742
	Sal. Sch.	\$37,440	\$41,496	\$45,240
	TSS	\$5,750	\$5,750	\$5,750
6		\$43,190	\$47,246	\$50,990
	Sal. Sch.	\$38,688	\$42,744	\$46,488
	TSS	\$5,750	\$5,750	\$5,750
7		\$44,438	\$48,494	\$52,238
	Sal. Sch.	\$39,936	\$43,992	\$47,736
	TSS	\$5,750	\$5,750	\$5,750
8		\$45,686	\$49,742	\$53,486
	Sal. Sch.	\$41,496	\$45,240	\$48,984
	TSS	\$5,750	\$5,750	\$5,750
9		\$47,246	\$50,990	\$54,734
	Sal. Sch.	\$43,056	\$46,488	\$50,232
	TSS	\$5,750	\$5,750	\$5,750
10		\$48,806	\$52,238	\$55,982
	Sal. Sch.	\$44,616	\$47,736	\$51,480
	TSS	\$5,750	\$5,750	\$5,750
11		\$50,366	\$53,486	\$57,230
	Sal. Sch.	\$46,176	\$48,984	\$52,728
	TSS	\$5,750	\$5,750	\$5,750
12		\$51,926	\$54,734	\$58,478
	Sal. Sch.	\$47,736	\$50,232	\$53,976
	TSS	\$5,750	\$5,750	\$5,750
13		\$53,486	\$55,982	\$59,726
	Sal. Sch.	\$49,296	\$51,480	\$55,224
	TSS	\$5,750	\$5,750	\$5,750
14		\$55,046	\$57,230	\$60,974
	Sal. Sch.	\$51,168	\$52,728	\$56,472
	TSS	\$5,750	\$5,750	\$5,750
15		\$56,918	\$58,478	\$62,222

WMU SALARY SCHEDULE B
2026-27

	STEP 1 1-5 yrs.	STEP 2 6-10 yrs.	STEP 3 >10 yrs.
FOOTBALL	\$4,178	\$4,499	\$4,820
BOYS BASKETBALL	\$4,178	\$4,499	\$4,820
GIRLS BASKETBALL	\$4,178	\$4,499	\$4,820
WRESTLING	\$4,178	\$4,499	\$4,820
VOLLEYBALL	\$4,178	\$4,499	\$4,820
JAZZ/PEP/MARCHING	\$4,178	\$4,499	\$4,820
BASEBALL	\$3,535	\$3,856	\$4,178
SOFTBALL	\$3,535	\$3,856	\$4,178
BOYS TRACK	\$2,892	\$3,214	\$3,535
GIRLS TRACK	\$2,892	\$3,214	\$3,535
CROSS COUNTRY	\$2,892	\$3,214	\$3,535
B/G GOLF	\$2,892	\$3,214	\$3,535
ASST. FOOTBALL	\$2,571	\$2,892	\$3,214
ASST. BOYS BASKETBALL	\$2,571	\$2,892	\$3,214
ASST. GIRLS BASKETBALL	\$2,571	\$2,892	\$3,214
ASST. WRESTLING	\$2,571	\$2,892	\$3,214
ASST. VOLLEYBALL	\$2,571	\$2,892	\$3,214
ASST. BASEBALL	\$2,571	\$2,892	\$3,214
ASST. SOFTBALL	\$2,571	\$2,892	\$3,214
ASST. GOLF	\$2,250	\$2,571	\$2,892
ASST. BOYS TRACK	\$2,250	\$2,571	\$2,892
ASST. GIRLS TRACK	\$2,250	\$2,571	\$2,892
ASST. CROSS COUNTRY	\$2,250	\$2,571	\$2,892
VOCAL 1/2 - SHOW CHOIR 1/2	\$2,250	\$2,571	\$2,892
SPEECH	\$1,928	\$2,250	\$2,571
JR. CLASS SPONSOR	\$1,607	\$1,928	\$2,250
J.H. FOOTBALL	\$1,928	\$2,250	\$2,571
J.H. BOYS BASKETBALL	\$1,928	\$2,250	\$2,571
J.H. GIRLS BASKETBALL	\$1,928	\$2,250	\$2,571
J.H. BOYS TRACK	\$1,928	\$2,250	\$2,571
J.H. GIRLS TRACK	\$1,928	\$2,250	\$2,571
J.H. WRESTLING	\$1,928	\$2,250	\$2,571
J.H. VOLLEYBALL	\$1,928	\$2,250	\$2,571
J.H. BASEBALL	\$1,928	\$2,250	\$2,571
J.H. SOFTBALL	\$1,928	\$2,250	\$2,571
ASST. JH VOLLEYBALL	\$1,607	\$1,928	\$2,250
ASST. JH BOYS BASKETBALL	\$1,607	\$1,928	\$2,250
ASST. JH GIRLS BASKETBALL	\$1,607	\$1,928	\$2,250
ASST. JH FOOTBALL	\$1,607	\$1,928	\$2,250
DRAMA/MUSICAL DIRECTOR	\$1,607	\$1,928	\$2,250
ART CLUB	\$1,285	\$1,607	\$1,928
CHEERLEADING	\$1,285	\$1,607	\$1,928
DECA	\$1,285	\$1,607	\$1,928
FCCLA SPONSOR	\$1,285	\$1,607	\$1,928
NHS SPONSOR	\$1,285	\$1,607	\$1,928
STUDENT COUNCIL	\$1,285	\$1,607	\$1,928
YEARBOOK SPONSOR	\$1,285	\$1,607	\$1,928
SR. CLASS SPONSOR	\$964	\$1,285	\$1,607
DRILL TEAM	\$643	\$964	\$1,285
ELEMENTARY ANNUAL	\$643	\$964	\$1,285
FRESH. CLASS SPONSOR	\$643	\$964	\$1,285
PEP CLUB SPONSOR	\$643	\$964	\$1,285
SOPH. CLASS SPONSOR	\$643	\$964	\$1,285